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Financing of the United Nations Interim Security Force for Abyei

Revised budget for the United Nations Interim Security Force for Abyei for the period from 1 July 2013 to 30 June 2014

Report of the Secretary-General

Contents

		Page
I.	Mandate and planned results	4
II.	Financial resources	18
	A. Overall	18
	B. Non-budgeted contributions	19
	C. Vacancy factors	19
	D. Contingent-owned equipment: major equipment and self-sustainment	20
	E. Regional Service Centre in Entebbe: financial resources	21
III.	Analysis of variances	22
IV.	Actions to be taken by the General Assembly	24
Annex		
	Organization charts	25
Map		27

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Summary

The General Assembly, in its resolution 67/270, appropriated the amount of $290,640,000 for the maintenance of the United Nations Interim Security Force for Abyei (UNISFA) for the period from 1 July 2013 to 30 June 2014. Resources approved by the Assembly for the mission were based on the concept of operations and authorized military strength approved by the Security Council in its resolution 2075 (2012).

The Security Council, by its resolution 2104 (2013), decided to renew the mandate of the mission for a period of six months until 30 November 2013. By the same resolution, the Council increased the authorized troop ceiling to 5,326.

The present report contains the revised budget for UNISFA for the period from 1 July 2013 to 30 June 2014, which amounts to $339,310,800, representing an increase of $48,670,800 from the amount of $290,640,000 appropriated by the General Assembly in its resolution 67/270.

The revised budget provides for the deployment of 1,126 additional military contingent personnel, 19 additional international staff, 11 additional national staff and 4 additional United Nations Volunteers.

The total resource requirements for UNISFA have been linked to the mission's objective through a number of results-based frameworks, organized according to the components set out in its initial 2013/14 budget proposal (A/67/704) (security, governance and border monitoring; and support), which remain unchanged. Accordingly, the present report reflects only additional or revised indicators of achievement and outputs. The additional human resources of UNISFA, in terms of the number of personnel, have been attributed to the individual components, with the exception of the mission's executive direction and management, which can be attributed to the mission as a whole.

The explanations of variances in resource levels, both human resources and financial resources, have been linked, where applicable, to specific outputs planned by the mission.

Financial resources

(Thousands of United States dollars. Budget year is from 1 July to 30 June.)

Category	*Initial apportionment (2013/14)*	*Revised cost estimates (2013/14)*	*Variance*	
			Amount	*Percentage*
Military and police personnel	119 236.0	132 621.2	13 385.2	11.2
Civilian personnel	23 499.5	25 131.8	1 632.3	6.9
Operational costs	147 904.5	181 557.8	33 653.3	22.8
Gross requirements	**290 640.0**	**339 310.8**	**48 670.8**	**16.7**
Staff assessment income	1 988.5	2 095.2	106.7	5.4
Net requirements	**288 651.5**	**337 215.6**	**48 564.1**	**16.8**
Voluntary contributions in kind (budgeted)	–	–	–	–
Total requirements	**290 640.0**	**339 310.8**	**48 670.8**	**16.7**

Human resources[a]

	Military observers	*Military contingents*	*United Nations police*	*International staff*	*National staff*[b]	*Temporary position*[c]	*United Nations Volunteers*	*Total*
Executive direction and management								
Approved 2013/14	–	–	–	8	1	–	–	9
Revised 2013/14	–	–	–	9	1	–	–	10
Components								
Security, governance and border monitoring								
Approved 2013/14	225	3 975	50	30	34	–	9	4 323
Revised 2013/14	225	5 101	50	34	38	–	9	5 457
Support								
Approved 2013/14	–	–	–	92	62	16	24	194
Revised 2013/14	–	–	–	106	69	16	28	219
Regional Service Centre in Entebbe, Uganda								
Approved 2013/14	–	–	–	–	–	–	–	–
Revised 2013/14	–	–	–	–	–	–	–	–
Total								
Approved 2013/14	225	3 975	50	130	97	16	33	4 526
Revised 2013/14	225	5 101	50	149	108	16	37	5 686
Net change	–	1 126	–	19	11	–	4	1 160

[a] Represents highest level of authorized/proposed strength.
[b] Includes National Professional Officers and national General Service staff.
[c] Funded under general temporary assistance.

The actions to be taken by the General Assembly are set out in section IV of the present report.

I. Mandate and planned results

1. The mandate of the United Nations Interim Security Force for Abyei (UNISFA) was established by the Security Council in its resolution 1990 (2011). The most recent extension of the mandate was authorized by the Council in its resolution 2104 (2013), by which the Council extended the mandate until 30 November 2013.

2. The mission is mandated to help the Security Council achieve an overall objective, namely, support for the implementation of the agreement of 20 June 2011 between the Government of the Sudan and the Sudan People's Liberation Movement, allowing for returns and ensuring the protection of civilians and support for the peaceful administration of the Abyei Area, as well as support for the Joint Border Verification and Monitoring Mechanism in creating a safe and demilitarized border zone.

3. Within this overall objective, UNISFA will, during the budget period, contribute to a number of expected accomplishments, which have been reviewed by the General Assembly in the context of the mission's initial 2013/14 budget (A/67/704) and remain unchanged, by delivering related key outputs. The frameworks below are organized according to components (security, governance and border monitoring; and support), and reflect additional outputs to be produced with the proposed additional resources. For ease of reference, the expected accomplishments defined in the mission's initial 2013/14 budget are included in the present report and outputs are either revised or marked "no change". The human resources of the mission, in terms of the number of personnel, have been attributed to the individual components, with the exception of the mission's executive direction and management, which can be attributed to the mission as a whole. Variances in the number of personnel compared with the initial 2013/14 budget have been explained under the respective components.

4. In their agreement dated 8 March 2013, the Sudan and South Sudan agreed on the modalities for the establishment of the safe demilitarized border zone, the operationalization of the Joint Border Verification and Monitoring Mechanism and the activation of all the other security arrangements starting on 10 March 2013. The Government of the Sudan informed UNISFA that it had withdrawn from the safe demilitarized border zone on 26 March 2013, and the Government of South Sudan advised that it had done the same on 11 April 2013. UNISFA subsequently confirmed, however, that both countries maintained a presence in several locations of the zone. As at 30 September 2013, South Sudan was also still contesting the location of the central line of the zone in the two corridors of Tishwin and Renk. As part of the agreement, the Joint Political and Security Mechanism adopted a detailed implementation plan for the operationalization of the Joint Border Verification and Monitoring Mechanism. This plan includes the establishment of the interim Mechanism headquarters in Kadugli, the four sector headquarters (at Kadugli and Buram, the Sudan, and Gok Machar and Malakal, South Sudan) and team sites along the 2,200 km border.

5. By its resolution 2104 (2013), the Security Council decided to increase the authorized troop ceiling to 5,326 in order to provide a force protection element to allow the full deployment of the national monitors of both parties to the headquarters of the Joint Border Verification and Monitoring Mechanism and to

each sector headquarters. The increase is made up of 1,096 troops and 30 staff officers.

6. In order to prepare for the operationalization of the Joint Border Verification and Monitoring Mechanism, national monitors and United Nations military observers were redeployed from the temporary headquarters of the Mechanism in Assosa, Ethiopia, to interim headquarters at the UNISFA logistics base in Kadugli, the Sudan. UNISFA Mechanism force protection troops will be deployed to the headquarters of the Mechanism in Kadugli and the four sector headquarters. In agreement with both parties, the mission has prioritized the phased deployment of the Mechanism with an initial operating capability deployed to Kadugli and Gok Machar during 2013 and full operating capability deployed to all sites, including Buram and Malakal, during the second quarter of 2014. The deployment of a tactical helicopter unit to the border region will complement the operating capability of the Mechanism.

7. The planning assumptions for the 2012/13 and 2013/14 budgets were based on the initial Mechanism strength of 300 troops and included a total of 25 civilian posts in connection with the Mechanism. The current operational concept, as agreed by the parties through the Joint Political and Security Mechanism in its decision of 8 March 2013, is to establish four sector headquarters, including three 380-man camps (at Gok Machar, Buram and Kadugli) and one 500-man camp (at Malakal, including 114 staff of the tactical helicopter unit with three tactical helicopters), as well as 10 team sites. All camp locations have already been agreed and secured, regular flights to and from Gok Machar have been scheduled and the deployment of available assets required for the initial operating capability has commenced. With the exception of the sector headquarters in Kadugli, each Mechanism sector headquarters is located in a remote, inhospitable and undeveloped region of the Sudan or South Sudan, where few or no services, infrastructure or commercial support are available locally. The considerable distances between the four sector headquarters mean that it will be impractical for them to support each other logistically. In addition, the resources of the United Nations Mission in South Sudan (UNMISS) and the African Union-United Nations Hybrid Operation in Darfur (UNAMID) in the location of the sites are already overstretched. The above-mentioned factors, coupled with the extreme scarcity of local support and the inaccessibility of each site, dictates the need for each Mechanism sector headquarters to operate self-sufficiently in terms of day-to-day mission support logistics and administration. This change to the concept of operations, which includes the self-sufficiency of each sector, requires comprehensive readjustments to the original mission support proposal.

8. UNISFA will focus on establishing and building the required sector headquarters at Gok Machar, Malakal and Buram and on making improvements and maintaining the interim headquarters and sector headquarters at Kadugli. In addition to providing support for operational tasking and patrols, the mission is required to provide support and services to 180 national monitors from the Sudan and South Sudan and to personnel from the ad hoc committees of the Joint Political and Security Mechanism when they are in the mission for official engagements. In order to provide such support, dedicated offices and accommodation facilities, food, transport (by air and land) and immediate medical aid and evacuation services are needed.

9. The mission will require 34 new posts (19 international, 11 national and 4 United Nations Volunteers) in 2013/14 to support the increase in troop strength and the deployment of the Mechanism to its four sector headquarters and 10 team sites. No engineering posts are requested in the revised budget, as temporary positions have already been approved for 2013/14.

10. For the deployment of military and civilian personnel to the sector headquarters and team sites, an increase in requirements for construction services, including for site preparation work and camp construction, will be needed. In the 2013/14 period, the mission will complete the following three large construction projects, valued at over $1 million each: (a) site preparation work at Malakal, to prepare the ground for the camp, which would otherwise become flooded during the rainy season ($2.8 million); (b) construction of an access road at Malakal ($1.1 million); and (c) expansion of the apron and construction of a taxiway at Malakal airport to allow for the deployment of tactical helicopters ($2.1 million). The mission proposes that 147 prefabricated facilities, additional field defence equipment to secure the sites and 14 generators be acquired. The projects at Malakal, along with the site preparation work at Buram done in cooperation with UNAMID, have already been initiated. A project for the construction of an access road and a part of the site preparation at Gok Machar has also started. In addition, UNISFA has started acquiring prefabricated buildings that will allow the construction of hard-walled accommodation during the dry season. It is expected that the construction work on site preparation and basic infrastructure will be completed before the heavy rains (July-August 2014). The only remaining risk is the failure to outsource the projects owing to poor market conditions or an unforeseen delay in the solicitation process. Regardless of the progress in construction, efforts to ensure full operating capability will proceed as scheduled and troops and support staff will be accommodated in tents if necessary.

11. The need for the Mechanism sector headquarters to operate in a self-sufficient manner and the inherent difficulty of sharing support equipment given the distances involved have made it imperative for the mission to acquire 28 light passenger vehicles and 19 special purpose vehicles and their requisite spare parts. The mission further proposes that an additional MI-35 helicopter be added to the existing fleet. The third tactical helicopter is required to ensure that at least two aircraft are available to fly in pairs at all times. The mission also plans to acquire information technology equipment and communications infrastructure to support the sites and provide them with the Internet connectivity required to support critical applications such as Umoja.

12. To partially offset the proposed increase in resource requirements, an increase is proposed to the delayed deployment factor applied to United Nations police, from 40 per cent to 65 per cent. This increase is to be applied to the existing requirements for the entire 2013/14 period and reflects current vacancy rates and the projected deployment of United Nations police during the 2013/14 period.

Results-based-budgeting frameworks

Executive direction and management

13. Overall mission direction and management are to be provided by the immediate Office of the Head of Mission/Force Commander, which is being reinforced with the establishment of one post of Principal Border Monitor at the D-1 level.

Table 1
Human resources: executive direction and management

	International staff								
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Office of the Force Commander									
Approved 2013/14	1	–	1	–	2	4	1	–	5
Revised 2013/14	1	–	1	–	2	4	1	–	5
Net change	–	–	–	–	–	–	–	–	–
Office of the Deputy Force Commander									
Approved 2013/14	–	1	–	–	1	2	–	–	2
Revised 2013/14	–	1	–	–	1	2	–	–	2
Net change	–	–	–	–	–	–	–	–	–
Office of the Force Chief of Staff									
Approved 2013/14	–	1	–	–	–	1	–	–	1
Revised 2013/14	–	1	–	–	–	1	–	–	1
Net change	–	–	–	–	–	–	–	–	–
Office of the Joint Border Verification and Monitoring Mechanism									
Approved 2013/14	–	–	–	–	–	–	–	–	–
Revised 2013/14	–	1	–	–	–	1	–	–	1
Net change	–	1	–	–	–	1	–	–	1
Conduct and Discipline Team									
Approved 2013/14	–	–	1	–	–	1	–	–	1
Revised 2013/14	–	–	1	–	–	1	–	–	1
Net change	–	–	–	–	–	–	–	–	–
Total									
Approved 2013/14	1	2	2	–	3	8	1	–	9
Revised 2013/14	1	3	2	–	3	9	–	–	10
Net change	–	1	–	–	–	1	–	–	1

[a] Includes National Professional Officers and national General Service staff.

Office of the Joint Border Verification and Monitoring Mechanism

International staff: establishment of 1 D-1 post

14. To support the parties in ensuring observance of their security agreements and timelines, to support the operational activities of the Joint Border Verification and Monitoring Mechanism and to take overall management responsibility for all Mechanism staff in the mission, it is proposed that a new D-1 post of Principal

Border Monitor be established to carry out the role of Chief of the newly established Office of the Joint Border Verification and Monitoring Mechanism. Managing tensions between the armed forces of both countries and between other unauthorized armed groups along the border will at times require decisive and immediate action at both the political and security levels. This will be more quickly and effectively achieved by a Chief with the requisite senior military and civilian seniority.

15. The Chief will report to the Head of Mission/Force Commander and be an important component of the mission's leadership team. The Chief will ultimately have overall managerial and supervisory responsibility for all Joint Border Verification and Monitoring Mechanism personnel (around 2,000 individuals among staff officers, military observers, military contingent personnel and civilian personnel), who will ultimately report to the Chief through their immediate supervisors.

16. In line with decisions adopted by the Joint Political and Security Mechanism in March and April 2013 and Security Council resolution 2104 (2013), UNISFA is to support the ad hoc committees related to the safe demilitarized border zone and relevant security arrangements. The Office of the Joint Border Verification and Monitoring Mechanism will coordinate UNISFA support to the Ad Hoc Committee, a high-level committee mandated to receive and investigate complaints and allegations pertaining to an area extending 40 km on either side of the safe demilitarized border zone, as tasked by the Joint Political and Security Mechanism. The Ad Hoc Committee consists of two members appointed by the Sudan, two members appointed by South Sudan and two observers for UNISFA. The Chief is also expected to participate with the UNISFA Head of Mission in the meetings of the Joint Political and Security Mechanism. The Chief will therefore have to interact and work closely with senior and high-level political representatives. From time to time, the Chief will be required to provide advice, technical opinions and recommendations to the two parties and to international partners like the African Union and the Intergovernmental Authority on Development regarding the mandate of the Mechanism and UNISFA support to its activities. The mandate of the Mechanism is complex, elaborate and needs to be implemented within a strict time frame. For this purpose, coordination, collaboration and a close working relationship is required with the Governments of the Sudan and South Sudan. The Chief must build and, over time, maintain a close, trusting and good working relationship with the national monitors of both countries.

17. As the tactical, operational-level commander of the Joint Border Verification and Monitoring Mechanism, the Chief will also play a critical role in coordinating and guiding the Mechanism on issues relating to the implementation of its mandate in an environment characterized by insecurity and in ensuring that the operational activities of the Mechanism are known and agreed to by all stakeholders. In addition, the Chief will act as Chair of the special ad hoc committee for the "14-mile area", which is composed of representatives of the Dinka Malual, the Reizegat and the Misseriya communities and the Sector Commander of the Mechanism. Given that the membership of the body is ethnically diverse, a senior and experienced manager with demonstrated leadership and managerial capacities is needed to coordinate the various components and ensure that the body achieves its mandated objectives. Moreover, continuity of service is needed in order to capitalize on institutional knowledge and secure the confidence and trust of the parties.

Component 1: security, governance and border monitoring

18. The mission will support the operational activities of the Joint Border Verification and Monitoring Mechanism, which include verification, investigation, monitoring, arbitration, liaison coordination, reporting, information exchange and patrols, by providing security, as appropriate. It will also assist and advise the Mechanism in its efforts to coordinate the planning of monitoring and verification missions and facilitate liaison between the parties.

Expected accomplishments	*Indicators of achievement*
1.1 Provision of a safe and secure environment that facilitates safe voluntary returns, a peaceful migration and enables the delivery of humanitarian aid; and strengthened capability of the Abyei Police Service, in accordance with the 20 June 2011 Agreement	1.1.1-1.1.5: No change
Outputs	
• No change	
Expected accomplishments	*Indicators of achievement*
1.2 Establishment and effective functioning of the Joint Border Verification and Monitoring Mechanism	1.2.1 and 1.2.2: No change
Revised outputs	
• 3,650 ground patrols (10 teams x 1 patrol per day x 365 days) and 156 air patrols (3 times per week x 52 weeks) conducted by Joint Border Verification and Monitoring Mechanism teams	
External factors	
• No change	

Table 2
Human resources: component 1, security, governance and border monitoring

Category	*Total*
I. Military observers	
Approved 2013/14	225
Revised 2013/14	225
Net change	–
II. Military contingents	
Approved 2013/14	3 975
Revised 2013/14	5 101
Net change	1 126

III. United Nations police	
Approved 2013/14	**50**
Revised 2013/14	**50**
Net change	**–**

	International staff								
IV. Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Office of the Senior Police Adviser									
Approved 2013/14	–	–	1	1	1	**3**	2	–	**5**
Revised 2013/14	–	–	1	1	1	**3**	2	–	**5**
Net change	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**
Liaison Office (3 locations)									
Approved 2013/14	–	–	3	–	–	**3**	4	–	**7**
Revised 2013/14	–	–	3	–	–	**3**	4	–	**7**
Net change	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**
Office of the Principal Officer									
Approved 2013/14	–	1	2	1	1	**5**	1	–	**6**
Revised 2013/14	–	1	2	1	1	**5**	1	–	**6**
Net change	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**
Communications and Public Relations Office									
Approved 2013/14	–	–	1	–	–	**1**	1	–	**2**
Revised 2013/14	–	–	1	–	–	**1**	1	–	**2**
Net change	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**
Command Operations Centre									
Approved 2013/14	–	–	1	1	–	**2**	–	–	**2**
Revised 2013/14	–	–	1	1	–	**2**	–	–	**2**
Net change	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**
Community Liaison Office									
Approved 2013/14	–	–	1	1	1	**3**	18	9	**30**
Revised 2013/14	–	–	1	1	1	**3**	18	9	**30**
Net change	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**
Abyei Area Administration Liaison and Support Office									
Approved 2013/14	–	–	2	–	1	**4**	1	–	**5**
Revised 2013/14	–	–	2	–	1	**4**	1	–	**5**
Net change	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**

Safety and Security Section									
Approved 2013/14	–	–	1	–	8	9	7	–	16
Revised 2013/14	–	–	1	–	12	13	11	–	24
Net change	–	–	–	–	4	4	4	–	8
Total, civilian staff									
Approved 2013/14	–	1	13	4	12	30	34	9	73
Revised 2013/14	–	1	13	4	16	34	38	9	81
Net change	–	–	–	–	4	4	4	–	8
Total (I-V)									
Approved 2013/14	–	–	–	–	–	–	–	–	4 323
Revised 2013/14	–	–	–	–	–	–	–	–	5 457
Net change	–	–	–	–	–	–	–	–	1 134

[a] Includes National Professional Officers and national General Service staff.

Safety and Security Section

International staff: establishment of 4 Field Service posts

National staff: establishment of 4 national General Service posts

19. It is proposed that two Security Assistants (1 Field Service and 1 national General Service) be deployed to each of the Joint Border Verification and Monitoring Mechanism sector headquarters (Kadugli, Gok Machar, Malakal and Buram) to support the United Nations security management system. Currently, the Safety and Security Section has no capacity dedicated to coordinating its support to Mechanism operations at the four locations. The four Security Assistants at the Field Service level would be responsible for establishing the United Nations security management system for their respective geographic area of responsibility, which would include conducting area security risk assessments and developing resultant contingency plans; tracking the activities and locations of all staff and experts; conducting investigations; conducting security training and briefings; assessing requirements and implementing premises security measures for guard force duties; patrolling and securing strategic points such as fuel and water storage locations and airports. While functions such as patrolling and securing strategic points are reinforced by military contingent personnel, the responsibility for coordinating security activities and providing advice to the military on security matters related to United Nations field operations rests with the UNISFA Safety and Security Section. The incumbents will also coordinate the security and close protection of senior mission staff and visiting high-level officials and will have responsibility for liaising with neighbouring missions' security structures and the armed forces of both host Governments. They will report to the UNISFA Chief Security Adviser and maintain a technical line of communication with the Chief Security Adviser and the Security Adviser of the mission in which the Mechanism sector headquarters is located (UNAMID or UNMISS). Each Field Service Security Assistant will be supported by a Security Assistant in the national General Service category to assist in day-to-day duties, provide a conduit for liaison and interaction with the local authorities and the community and ensure continuity of security services.

Component 2: support

20. During the budget period, the component will provide effective and efficient logistical, administrative and technical services to support the implementation of the mission's mandate. This includes personnel administration, maintenance and construction of office and accommodation facilities, communications and information technology, air and surface transport operations, medical services, property management, camp services, supply and resupply operations and security services.

Expected accomplishments	*Indicators of achievement*
2.1 Increased efficiency and effectiveness of logistical, administration and security support to the mission	2.1.1 and 2.1.2: No change

Revised outputs

Service improvements

- Year 3 of a 3-year establishment plan for the mission comprising the construction of 11 locations

Military, police and civilian personnel

- Emplacement, rotation and repatriation of an average strength of 4,407 military contingent personnel, 225 military observers and 50 United Nations police officers
- Administration of an average of 290 civilian staff, comprising 155 international staff, 101 national staff and 34 United Nations Volunteers

Facilities and infrastructure

- Construction of a 2,000-metre airstrip, taxiway and apron with helipads at 8 locations and the maintenance of 12 helipads and airstrips in 7 locations
- Sanitation services for 14 premises, including sewage and garbage collection and disposal
- Operation and maintenance of 26 United Nations-owned and 1 contingent-owned water purification plants in 11 locations
- Operation and maintenance of 98 United Nations-owned and 77 contingent-owned generators in 11 locations
- Storage and supply of 8.5 million litres of petrol, oil and lubricants for generators

Ground transportation

- Supply of 1.3 million litres of petrol, oil and lubricants for ground transportation

Air transportation

- Operation and maintenance of 3 fixed-wing and 10 rotary-wing aircraft, including 3 military-type aircraft in 11 locations
- Supply of 7.9 million litres of petrol, oil and lubricants for air operations

Communications

- No change

Information technology

- Support and maintenance of 28 servers, 135 desktop computers, 400 laptop computers, 160 printers, 9 multifunctional units, 23 digital senders and geographic information system equipment (1 plotter/scanner, 3 workstations, 1 high-end notebook, 1 server, 2 tablet personal computers) in 26 locations
- Support and maintenance of local area networks, wide area networks for 560 users in 26 locations and 7 wide area networks in 2 locations

Medical

- No change

Security

- No change

External factors

- No change

Table 3
Human resources: component 2, support

	International staff								
Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Office of the Chief of Mission Support									
Approved 2013/14	–	1	3	4	6	**14**	1	2	**17**
Revised 2013/14	–	1	3	4	9	**17**	5	2	**24**
Net change	–	–	–	–	**3**	**3**	**4**	–	**7**
Administrative Services									
Approved 2013/14	–	–	3	2	7	**12**	7	–	**19**
Revised 2013/14	–	–	3	2	7	**12**	7	–	**19**
Net change	–	–	–	–	–	–	–	–	–
Approved temporary positions[b] 2013/14	–	–	–	1	–	**1**	–	–	**1**
Revised temporary positions[b] 2013/14	–	–	–	1	–	**1**	–	–	**1**
Net change	–	–	–	–	–	–	–	–	–
Integrated Support Services									
Approved 2013/14	–	–	9	7	50	**66**	54	22	**142**
Revised 2013/14	–	–	9	7	61	**77**	57	26	**160**
Net change	–	–	–	–	**11**	**11**	**3**	**4**	**18**

Civilian staff	International staff						National staff[a]	United Nations Volunteers	Total
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	Subtotal			
Approved temporary positions[b] 2013/14	–	–	–	3	12	15	–	–	15
Revised temporary positions[b] 2013/14	–	–	–	3	12	15	–	–	15
Net change	–	–	–	–	–	–	–	–	–
Total									
Approved 2013/14	–	1	15	17	75	108	62	24	194
Revised 2013/14	–	1	15	17	89	122	69	28	219
Net change	–	–	–	–	14	14	7	4	25

[a] Includes National Professional Officers and national General Service staff.
[b] Funded under general temporary assistance.

Office of the Chief of Mission Support

International staff: establishment of 3 Field Service posts

National staff: establishment of 4 national General Service posts

21. The increase in troop numbers and the deployment of military and civilian staff to the four sector headquarters of the Joint Border Verification and Monitoring Mechanism and 10 team sites will entail increased administrative responsibilities. In line with the concept of operations, in which each Mechanism sector headquarters location is self-sufficient in terms of administrative and operational capability, it is proposed that three Administrative Officer posts (Field Service) and four Administrative Assistant posts (national General Service) be established. It is proposed that one Administrative Officer post (Field Service) be established in each of the three Mechanism sector headquarters sites at Gok Machar, Malakal and Buram, in order to coordinate tasks, oversee the management of the mission's resources and provide administrative support to the estimated 350-375 personnel at each site, including national monitors, military personnel and mission personnel. It is also proposed that one Administrative Assistant post (national General Service) be established and deployed to each of the four Mechanism sector headquarters. The proposed posts will provide the capacity necessary to permit the sector sites to operate without interruption throughout the year and aid the mission in carrying out its operations in a continuous and efficient manner. The pairing of international and national staff will also develop national capacity and help UNISFA to integrate better in the local communities where it operates.

Integrated Support Services

International staff: establishment of 11 Field Service posts

National staff: establishment of 3 national General Service posts

United Nations Volunteers: establishment of 4 United Nations Volunteer positions

Surface and Air Transport Section

22. The establishment of the four Joint Border Verification and Monitoring Mechanism sector headquarters and the need for a Mechanism tactical helicopter unit will increase the workload of the Aviation Unit. It is proposed that one Air Operations Assistant post (Field Service) be established in each of the sector headquarters (Kadugli, Gok Machar, Malakal and Buram) to assist in carrying out the operational and administrative tasks relating to aviation activities in their respective area. In order to ensure that UNISFA is able to adequately meet its air mobility requirements in a manner that adheres to safety standards and procedural guidelines, it is imperative that there be a sufficient number of well-qualified aviation specialists with the necessary technical acumen in each of the locations. The proposed new Assistants will also be responsible for obtaining aircraft pre-departure information, collaborating with UNMISS and the Joint Military Operations Centre to ensure effective aircraft utilization, scheduling of air transport activities and provision of support to the flight operations management of the four sector headquarters of the Mechanism.

23. With the exception of Kadugli, the 14 Mechanism sites are in remote locations where commercial goods and services are not available. To prevent any interruption to the mission's operations, each sector headquarters needs to be self-sufficient in terms of transport services, which include vehicle maintenance and repairs and the efficient and cost-effective management of United Nations transportation assets in compliance with guidelines and procedures. The current staffing level will be unable to cope with the increased workload resulting from the 51 additional proposed vehicles, which will produce an increase in maintenance, recovery and administrative activities. Owing to the increased sophistication of typical surface vehicles, it is important to have persons with the proper technical training and who know how to maintain transport equipment to oversee transport operations and ensure sufficient emphasis on safety and environmental issues. To meet this requirement, it is proposed that one Transport Assistant post be established at three of the Mechanism sector headquarters (one Field Service post in Buram and two international United Nations Volunteer posts in Malakal and Gok Machar). Experience has shown that hiring local contractors can lead to suboptimal repairs and additional downtime owing to limitations in terms of the contractors' qualifications and the extent to which contractors can be contractually entrusted with United Nations assets. It is proposed that an additional Transport Assistant (Field Service) post be established in Abyei to coordinate transport services for the Mechanism. That Assistant's tasks will include issuing licences, training drivers and maintaining vehicles, serving as the spare part manager in charge of all new locations, serving as the primary point of contact for vehicle inspection, acting as a focal point for vehicle management for the four Mechanism sites and supporting vehicle recovery as and when needed.

24. It is proposed that two new Movement Control Assistant posts be established at three of the Joint Border Verification and Monitoring Mechanism sector headquarters sites (one Field Service post and one national General Service post at

Gok Machar, Malakal and Buram). The proposed additional posts represent the minimum operational and safety requirements for these locations. The Movement Control Assistants will support and assist in the control of the movement of personnel and cargo to support the deployment, rotation, resupply and patrolling activities of troops, military observers and other personnel, a task that is particularly difficult given the inaccessibility and remoteness of each site and the requirement that UNISFA take control of cargo a considerable distance from its final destination. The addition of four sites, three of which are in remote locations, further adds to the complexity of moving goods and personnel to and from these locations. The Movement Control Assistants will be present to ensure that dangerous goods are transported in adherence with all safety regulations and supervise commercial shipments and thereby minimize demurrage and detention charges. The pairing of international and national staff will ensure continuity of service and develop national capacity.

Supply Section

25. To ensure that proper internal control measures are implemented at the four Joint Border Verification and Monitoring Mechanism sector headquarters, it is proposed that four Supply Assistant posts (two Field Service and two United Nations Volunteers) be established. UNISFA is not able to absorb the increased requirements within its current staffing level. The most recent audit of UNISFA by the Office of Internal Oversight Services highlights the need for additional staff in the Supply Unit in order to ensure accurate financial and operational reporting, the safeguarding of assets and compliance with regulations and rules. The proposed additional posts will support the needs of the Mechanism in terms of securing supplies, rations and fuel, as well as enabling better management of the supply chain cycle in the outlying sectors of the Mechanism. The two Field Service posts will be deployed to the Mechanism sector headquarters in Kadugli and Buram and be responsible for coordinating logistical support and requirements between UNISFA main headquarters in Abyei and the other Mechanism locations. The two international United Nations Volunteer posts will be deployed to the Mechanism sector headquarters in Malakal and Gok Machar and be in charge of managing the overall Supply Section function, including with regard to the management of supply assets and non-expendable property and the provision of rations and fuel.

Regional Service Centre, Entebbe

26. The results-based-budgeting framework for the Regional Service Centre in Entebbe reflects indicators of achievement and outputs for the peacekeeping operations and special political missions that will be receiving services from the Regional Service Centre in respect of the functions that were identified for transfer to the Centre in 2011/12 and 2012/13: processing of education grants, aspects of field-based payroll, payments, cashier, accounts, check-in and check-out of field personnel, international recruitment, post management, time and attendance, the operation of a regional training and conference centre and the operation of the Transportation and Movement Integrated Control Centre.

27. No changes are proposed to either the results-based-budgeting framework or the human resources of the Regional Service Centre.

Expected accomplishments	*Indicators of achievement*
2.2 Effective and efficient check-in/check-out support to clients	2.2.1-2.2.3: No change
Outputs	
• No change	
Expected accomplishments	*Indicators of achievement*
2.3 Effective and efficient education processing support to clients	2.3.1-2.3.3: No change
Outputs	
• No change	
Expected accomplishments	*Indicators of achievement*
2.4 Effective and efficient regional training and conference centre support to clients	2.4.1-2.4.3: No change
Outputs	
• No change	
Expected accomplishments	*Indicators of achievement*
2.5 Effective and efficient regional troop movement support to clients	2.5.1 and 2.5.2: No change
Outputs	
• No change	
Expected accomplishments	*Indicators of achievement*
2.6 Effective and efficient support to surge requirements for transportation	2.6.1: No change
Outputs	
• No change	
Expected accomplishments	*Indicators of achievement*
2.7 Effective and efficient finance services for clients	2.7.1-2.7.5: No change
Outputs	
• No change	

II. Financial resources

A. Overall

(Thousands of United States dollars. Budget year is from 1 July to 30 June.)

Category	Original apportionment (2013-14)	Revised cost estimates (2013-14)	Variance	
			Amount	Percentage
	(2)	(3)	(4) = (3) - (2)	(5) = (4) ÷ (2)
Military and police personnel				
Military observers	11 408.0	11 408.0	–	–
Military contingents	106 288.0	120 285.7	13 997.7	13.2
United Nations police	1 540.0	927.5	(612.5)	(39.8)
Subtotal	**119 236.0**	**132 621.2**	**13 385.2**	**11.2**
Civilian personnel				
International staff	19 726.6	21 209.3	1 482.7	7.5
National staff	1 260.3	1 313.4	53.1	4.2
United Nations Volunteers	862.9	959.4	96.5	11.2
General temporary assistance	1 649.7	1 649.7	–	–
Subtotal	**23 499.5**	**25 131.8**	**1 632.3**	**6.9**
Operational costs				
Consultants	33.0	33.0	–	–
Official travel	1 269.8	1 282.9	13.1	1.0
Facilities and infrastructure	46 763.0	73 006.8	26 243.8	56.1
Ground transportation	4 070.8	8 883.3	4 812.5	118.2
Air transportation	56 390.9	56 882.0	491.1	0.9
Communications	7 774.8	9 119.0	1 344.2	17.3
Information technology	2 548.2	2 984.5	436.3	17.1
Medical	2 980.9	3 125.4	144.5	4.8
Special equipment	1 893.1	2 060.9	167.8	8.9
Other supplies, services and equipment	23 930.0	23 930.0	–	–
Quick-impact projects	250.0	250.0	–	–
Subtotal	**147 904.5**	**181 557.8**	**33 653.3**	**22.8**
Gross requirements	**290 640.0**	**339 310.8**	**48 670.8**	**16.7**
Staff assessment income	1 988.5	2 095.2	106.7	5.4
Net requirements	**288 651.5**	**337 215.6**	**48 564.1**	**16.8**
Voluntary contributions in kind (budgeted)	–	–	–	–
Total requirements	**290 640.0**	**339 310.8**	**48 670.8**	**16.7**

B. Non-budgeted contributions

28. The estimated value of additional non-budgeted contributions for the period from 1 July 2013 to 30 June 2014 is as follows:

(Thousands of United States dollars)

Category	*Estimated value*
Status-of-forces agreement	–
Voluntary contributions in kind (non-budgeted)[a]	13.2
Total	**13.2**

[a] Estimated value of land parcels in Kadugli and Gok Machar that are provided free of charge.

C. Vacancy factors

29. The cost estimates for the period from 1 July 2013 to 30 June 2014 take into account the following vacancy factors:

(Percentage)

Category	*Approved 2013/14*	*Revised 2013/14*
Military and police personnel		
Military observers	2.0	2.0
Military contingents	2.0	2.0
United Nations police	40.0	65.0
Civilian personnel		
International staff	30.0	28.7[b]
National staff		
National Professional Officers	45.0	45.0
National General Service staff	35.0	35.0
United Nations Volunteers	45.0	45.0
Temporary positions[a]		
International staff	50.0	50.0

[a] Funded under general temporary assistance.

[b] A vacancy rate of 30 per cent was applied to the 130 international staff approved in the 2013/14 budget and a vacancy rate of 20 per cent was applied to the 19 additional international staff proposed in the revised budget for 2013/14, which means that the total number of staff in the revised budget is 149 and the vacancy rate is 28.7 per cent.

30. The proposed vacancy factors are based on the same vacancy factors applied to the approved 2013/14 budget proposal, except for in the cases of international staff, for which the vacancy rate has been updated to reflect actual incumbency levels in the second quarter of 2013 and recent positive developments in visa approvals, and of United Nations police, for which the vacancy rate has been increased in line with

recent deployment. The vacancy factors should be considered together with the deployment schedule presented below.

Planned deployment of additional personnel

	Sept.	*Oct.*	*Nov.*	*Dec.*	*Jan.*	*Feb.*	*Mar.*	*Apr.*	*May*	*June*
Military contingents	8	135	135	135	135	135	1 126	1 126	1 126	1 126
International	–	–	–	–	13	16	19	19	19	19
National	–	–	–	–	4	7	9	11	11	11
United Nations Volunteers	–	–	–	–	1	1	3	4	4	4

D. Contingent-owned equipment: major equipment and self-sustainment

31. Requirements for the period from 1 July 2013 to 30 June 2014 are based on standard reimbursement rates for major equipment (wet-lease) and self-sustainment in the total amount of $39,574,000, including the amount already approved for 2013/14, as follows:

(Thousands of United States dollars)

Category	*Revised cost estimates*
Major equipment	
Military contingents	21 397.6
Formed police units	–
Subtotal	**21 397.6**
Self-sustainment	
Facilities and infrastructure	10 051.9
Communications	3 844.0
Medical	2 399.6
Special equipment	2 060.9
Subtotal	**18 356.4**
Total	**39 574.0**

	Percentage	*Effective date*	*Last review date*
A. Applicable to Mission area			
Extreme environmental condition factor	2.6	27 June 2011	–
Intensified operational condition factor	3.8	27 June 2011	–
Hostile action/forced abandonment factor	3.3	27 June 2011	–
B. Applicable to home country			
Incremental transportation factor	0.0		

E. Regional Service Centre in Entebbe: financial resources

(Thousands of United States dollars. Budget year is from 1 July to 30 June.)

Category	*Original apportionment (2013/14)* (1)	*Revised cost estimates (2013/14)* (2)	*Variance* Amount (3)=(2)-(1)	*Variance* Percentage (4)=(3)÷(1)
Civilian personnel				
International staff	–	–	–	–
National staff	–	–	–	–
United Nations Volunteers	–	–	–	–
General temporary assistance	–	–	–	–
Subtotal	–	–	–	–
Operational costs				
Consultants	23.3	23.3	–	–
Official travel	13.1	13.1	–	–
Facilities and infrastructure	464.9	464.9	–	–
Ground transportation	10.6	10.6	–	–
Air transportation	–	–	–	–
Communications	78.9	78.9	–	–
Information technology	83.8	83.8	–	–
Medical	5.4	5.4	–	–
Special equipment	–	–	–	–
Other supplies, services and equipment	7.8	7.8	–	–
Subtotal	**687.7**	**687.7**	–	–
Gross requirements	**687.7**	**687.7**	–	–
Staff assessment income	–	–	–	–
Net requirements	**687.7**	**687.7**	–	–
Voluntary contributions in kind (budgeted)	–	–	–	–
Total requirements	**687.7**	**687.7**	–	–

III. Analysis of variances[1]

	Variance	
Military contingents	$13 997.7	13.2%

- **Management: additional outputs and inputs**

32. The variance is attributable to an increase in troop strength, as mandated by the Security Council in its resolution 2104 (2013), to enable UNISFA to fully support the Joint Border Verification and Monitoring Mechanism. The increased requirements provide for the phased deployment of 30 staff officers, 1,096 infantry troops and related contingent-owned equipment to the Mechanism sector headquarters and team sites. A total of 101 troops are assumed to be part of support/logistics units. Costs are estimated for an actual deployment period of 9 months discounted by a delayed deployment factor of 2 per cent, which is the same factor used in the 2013/14 approved budget.

	Variance	
United Nations police	($612.5)	(39.8%)

- **External: delayed deployment of military personnel and police**

33. The variance is attributable to the proposed increase in the vacancy rate for United Nations police from 40 to 65 per cent. This increase reflects current vacancy levels and expected vacancy levels over the remainder of 2013/14.

	Variance	
International staff	$1 482.7	7.5%

- **Management: additional outputs and inputs**

34. The variance is attributable to the proposed establishment of an additional 19 posts. This proposal is based on the increased troop strength and the deployment of civilian staff to four sector headquarters and 10 team sites located in remote and unstable areas with poor infrastructure. Considering the difficult operational environment, there is a need to provide adequate coverage of mission support activities in order to implement proper control over the mission's resources and ensure continuity of operations. A vacancy rate of 20 per cent is applied to the additional posts, which represents a decrease of 10 per cent from the rate used in the 2013/14 approved budget. The vacancy rate of 20 per cent is in line with actual vacancy levels during the second quarter of 2012/13.

	Variance	
United Nations Volunteers	$96.5	11.2%

- **Management: additional outputs and inputs**

35. The variance is attributable to the proposed establishment of an additional 4 United Nations Volunteer positions, which are required to enhance the capacity of

[1] Resource variance amounts are expressed in thousands of United States dollars. Analysis is provided for variances of at least plus or minus 5 per cent or $100,000.

mission support in the areas of supply chain management and transport. A vacancy rate of 45 per cent, which is the same rate used in the 2013/14 approved budget, is applied to this category.

	Variance	
Facilities and infrastructure	$26 243.8	56.1%

- **Mandate: change in scale/scope of mandate**

36. The increased requirements are mainly attributable to the mission's plan to construct the infrastructure and premises necessary to accommodate the troops, national monitors and civilian staff at the locations of the Joint Border Verification and Monitoring Mechanism, including the acquisition of 147 hard-walled prefabricated buildings, 68 ablution units, 14 generators, field defence equipment and solar lighting. The increased requirements also provide for the acquisition of necessary equipment and materials, including fuel and contingent-owned equipment, to develop the self-sustainment capacity of the four locations.

	Variance	
Ground transportation	$4 812.5	118.2%

- **Management: additional outputs and inputs**

37. The increased requirements are attributable to an additional 28 light passenger vehicles, including 4 double-cabin pickups, 19 trucks, 3 forklifts and 1 wheeled front-end loader. The requirements provide for the equipment and materials necessary to develop the self-sustainment capacity of the four sector headquarters, given the inherent difficulty of sharing support equipment between distant locations.

	Variance	
Air transportation	$491.1	0.9%

- **Mandate: change in scale/scope of mandate**

38. The variance is attributable to the proposed addition of one tactical helicopter to the mission's current fleet, which will enhance the new tactical helicopter unit of the Joint Border Verification and Monitoring Mechanism and Mechanism activities of verification and monitoring along the safe demilitarized border zone, as well as ensure that at least two tactical aircraft are available to fly in pairs at all times.

	Variance	
Communications	$1 344.2	17.3%

- **Mandate: change in scale/scope of mandate**

39. The increased requirements are attributable primarily to an increase in requirements for the reimbursement of contingent-owned equipment, corresponding to the increase in troop strength, and the requirements for Internet services and satellite communications at the Mechanism locations and team sites. The deployment of contingent-owned equipment reflects the anticipated deployment schedule and vacancy rates.

	Variance	
Information technology	$436.3	17.1%

• **Mandate: change in scale/scope of mandate**

40. The increased requirements are attributable primarily to the acquisition of geographic information system equipment and the net increase of 28 laptop computers resulting from the increase in new staff and staff officers and the corresponding increase in requirements for information technology services such as licences and centralized support.

	Variance	
Medical	$144.5	4.8%

• **Mandate: change in scale/scope of mandate**

41. The increased requirements are attributable primarily to an estimated increase in the reimbursement of contingent-owned equipment, corresponding to the increase in troop strength, and the requirements for medical services at the locations and team sites of the Joint Border Verification and Monitoring Mechanism. The deployment of contingent-owned equipment reflects the anticipated deployment schedule and vacancy rates.

	Variance	
Special equipment	$167.8	8.9%

• **Mandate: change in scale/scope of mandate**

42. The increased requirements are attributable primarily to an increase in the reimbursement of contingent-owned observation equipment for the Force Protection Unit, corresponding to the increase in troop strength. The deployment of contingent-owned equipment reflects the anticipated deployment schedule and vacancy rates.

IV. Actions to be taken by the General Assembly

43. **The actions to be taken by the General Assembly in connection with the financing of the mission are:**

(a) **Appropriation of the amount of $48,670,800 for the maintenance of the mission for the 12-month period from 1 July 2013 to 30 June 2014, in addition to the amount of $290,640,000 already appropriated for the maintenance of the mission for the same period under the terms of Assembly resolution 67/270;**

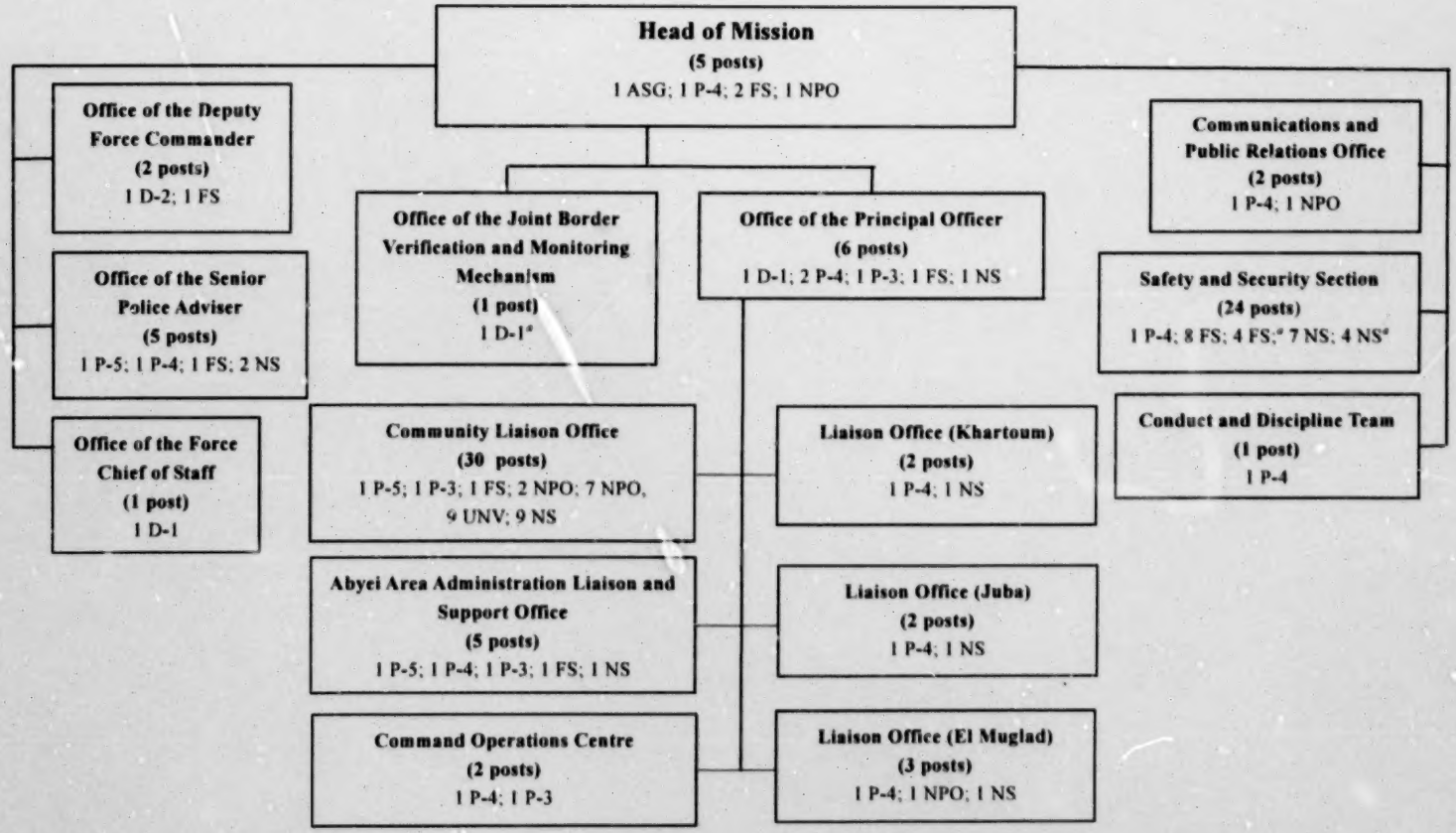
(b) **Assessment of the amount of $20,279,500 for the period from 1 July 2013 to 30 November 2013;**

(c) **Assessment of the amount of $28,391,300 for the period from 1 December 2013 to 30 June 2014 at a monthly rate of $4,055,900 should the Security Council decide to continue the mandate of the mission.**

Annex

Organization charts

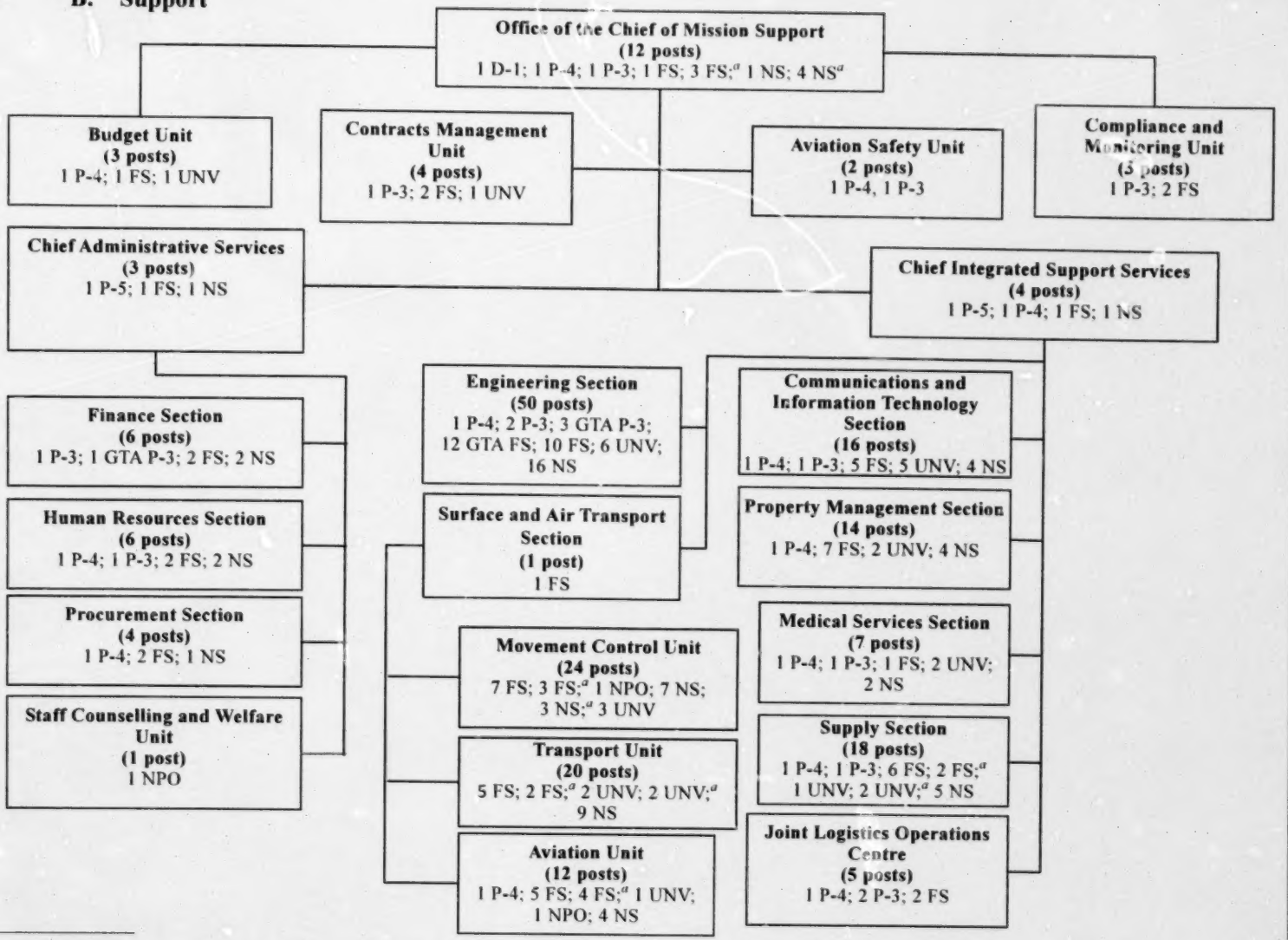
A. Substantive offices


Head of Mission
(5 posts)
1 ASG; 1 P-4; 2 FS; 1 NPO
Office of the Deputy Force Commander
(2 posts)
1 D-2; 1 FS
Office of the Senior Police Adviser
(5 posts)
1 P-5; 1 P-4; 1 FS; 2 NS
Office of the Force Chief of Staff
(1 post)
1 D-1
Office of the Joint Border Verification and Monitoring Mechanism
(1 post)
1 D-1[a]
Office of the Principal Officer
(6 posts)
1 D-1; 2 P-4; 1 P-3; 1 FS; 1 NS
Communications and Public Relations Office
(2 posts)
1 P-4; 1 NPO
Safety and Security Section
(24 posts)
1 P-4; 8 FS; 4 FS;[a] 7 NS; 4 NS[a]
Conduct and Discipline Team
(1 post)
1 P-4
Community Liaison Office
(30 posts)
1 P-5; 1 P-3; 1 FS; 2 NPO; 7 NPO, 9 UNV; 9 NS
Abyei Area Administration Liaison and Support Office
(5 posts)
1 P-5; 1 P-4; 1 P-3; 1 FS; 1 NS
Command Operations Centre
(2 posts)
1 P-4; 1 P-3
Liaison Office (Khartoum)
(2 posts)
1 P-4; 1 NS
Liaison Office (Juba)
(2 posts)
1 P-4; 1 NS
Liaison Office (El Muglad)
(3 posts)
1 P-4; 1 NPO; 1 NS

Abbreviations: ASG, Assistant Secretary-General; FS, Field Service; NPO, National Professional Officer; NS, national General Service; UNV, United Nations Volunteer.

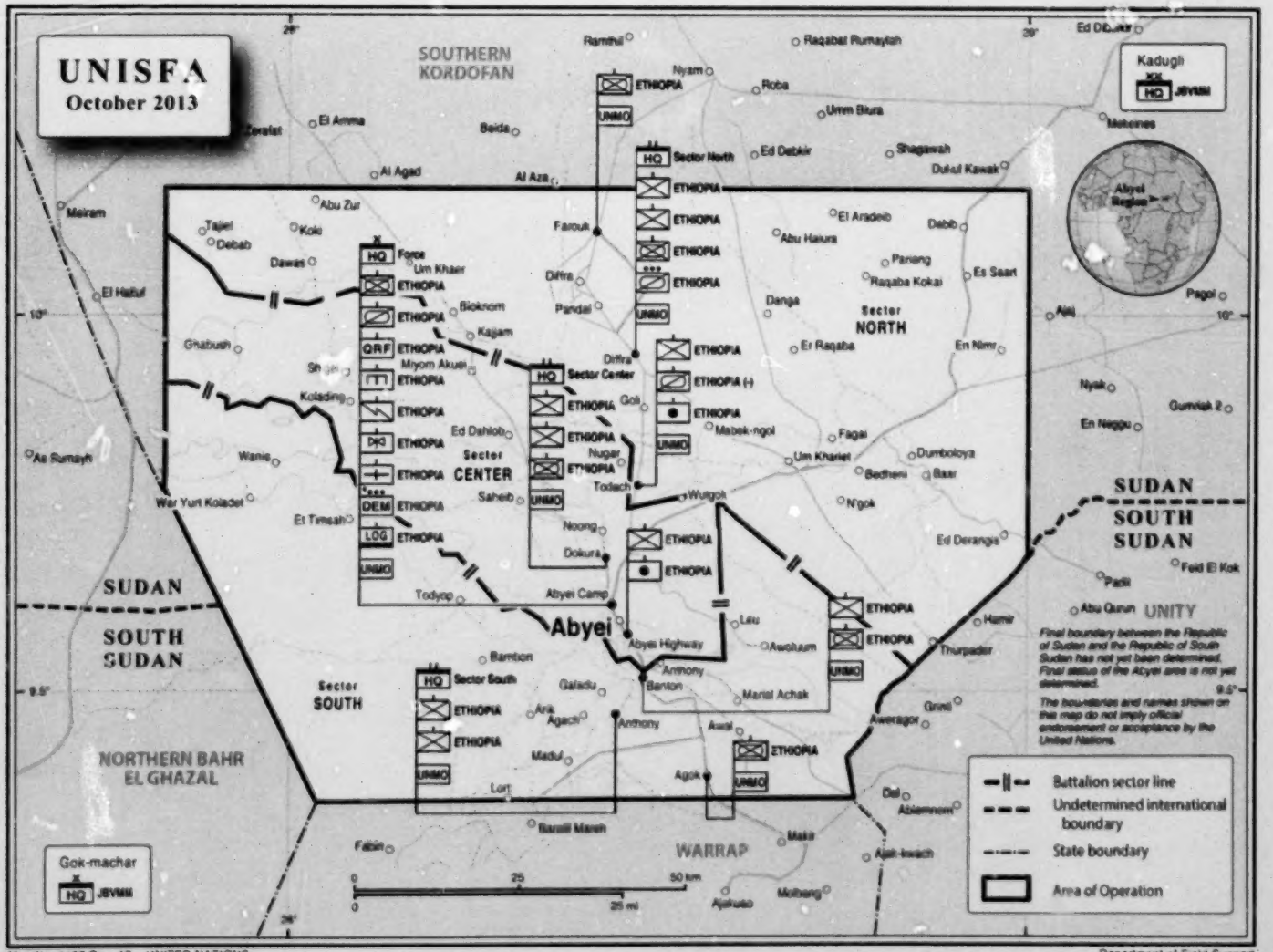
[a] Establishment.

B. Support


Office of the Chief of Mission Support
(12 posts)
1 D-1; 1 P-4; 1 P-3; 1 FS; 3 FS;[a] 1 NS; 4 NS[a]
Budget Unit
(3 posts)
1 P-4; 1 FS; 1 UNV
Contracts Management Unit
(4 posts)
1 P-3; 2 FS; 1 UNV
Aviation Safety Unit
(2 posts)
1 P-4, 1 P-3
Compliance and Monitoring Unit
(3 posts)
1 P-3; 2 FS
Chief Administrative Services
(3 posts)
1 P-5; 1 FS; 1 NS
Chief Integrated Support Services
(4 posts)
1 P-5; 1 P-4; 1 FS; 1 NS
Finance Section
(6 posts)
1 P-3; 1 GTA P-3; 2 FS; 2 NS
Human Resources Section
(6 posts)
1 P-4; 1 P-3; 2 FS; 2 NS
Procurement Section
(4 posts)
1 P-4; 2 FS; 1 NS
Staff Counselling and Welfare Unit
(1 post)
1 NPO
Engineering Section
(50 posts)
1 P-4; 2 P-3; 3 GTA P-3; 12 GTA FS; 10 FS; 6 UNV; 16 NS
Surface and Air Transport Section
(1 post)
1 FS
Movement Control Unit
(24 posts)
7 FS; 3 FS;[a] 1 NPO; 7 NS; 3 NS;[a] 3 UNV
Transport Unit
(20 posts)
5 FS; 2 FS;[a] 2 UNV; 2 UNV;[a] 9 NS
Aviation Unit
(12 posts)
1 P-4; 5 FS; 4 FS;[a] 1 UNV; 1 NPO; 4 NS
Communications and Information Technology Section
(16 posts)
1 P-4; 1 P-3; 5 FS; 5 UNV; 4 NS
Property Management Section
(14 posts)
1 P-4; 7 FS; 2 UNV; 4 NS
Medical Services Section
(7 posts)
1 P-4; 1 P-3; 1 FS; 2 UNV; 2 NS
Supply Section
(18 posts)
1 P-4; 1 P-3; 6 FS; 2 FS;[a] 1 UNV; 2 UNV;[a] 5 NS
Joint Logistics Operations Centre
(5 posts)
1 P-4; 2 P-3; 2 FS

Abbreviations: ASG, Assistant Secretary-General; FS, Field Service; GTA, general temporary assistance; NPO, National Professional Officer; NS, national General Service; UNV, United Nations Volunteer.

[a] Establishment.



Map No. 4467 Rev. 17 UNITED NATIONS
October 2013

Department of Field Support
Cartographic Section

United Nations A/68/520–S/2013/595

General Assembly
Security Council

Distr.: General
16 October 2013

Original: English

General Assembly
Sixty-eighth session
Agenda item 33 (a)
Prevention of armed conflict

Security Council
Sixty-eighth year

Letter dated 7 October 2013 from the Permanent Representative of Jordan to the United Nations addressed to the Secretary-General and to the President of the Security Council

Upon instructions from my Government, I transmit herewith copies of two notes verbales that were sent to the Syrian Embassy in Amman from my Government, dated 29 September 2013 and 1 October 2013 (see annex).

My Government expressed its regrets in the above-mentioned notes verbales at the increased Syrian violations taking place inside the Jordanian borders, such as artillery shells falling on Jordanian territory, terrifying inhabitants and causing material and psychological damage to them, as well as damage to private and public property.

Moreover, my Government emphasized the importance of putting an immediate halt to all kinds of Syrian violations.

I would be grateful if you would have the present letter and its annex circulated as a document of the General Assembly and of the Security Council.

(*Signed*) Zeid Ra'ad Zeid **Al-Hussein**
Ambassador
Permanent Representative

13-51538 (E) 181013 181013

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Annex to the letter dated 7 October 2013 from the Permanent Representative of Jordan to the United Nations addressed to the Secretary-General and the President of the Security Council

[Original: Arabic]
[1 October 2013]

The Ministry of Foreign and Expatriate Affairs presents its compliments to the Embassy of the Syrian Arab Republic and, further to its note verbale of 29 September 2013, notes with regret the growing number of violations of Jordanian territory caused by various types of shelling and gunfire from the Syrian side of the border. Those incidents have caused panic among the inhabitants and inflicted material and moral damage on civilians, the Jordanian armed forces and public and private property.

The Ministry stresses that the competent Syrian authorities must bring an end to the violations that are taking place on the border and take all necessary measures to ensure that no shells or bullets land on Jordanian territory.

[29 September 2013]

The Ministry of Foreign and Expatriate Affairs presents its compliments to the Embassy of the Syrian Arab Republic and notes with regret that, on the evening of Thursday, 26 September 2013, as a result of clashes between Syrian Government forces and the Free Army near the Syrian-Jordanian border, a shell struck the Al-Falah Mosque near the industrial area of Ramtha city, causing material damage and panic among the peaceful population.

The Ministry requests the Embassy to inform the competent Syrian authorities that the Government of the Hashemite Kingdom of Jordan protests in the strongest terms against the attack and insists that the necessary steps must be taken to prevent the recurrence of such incidents.

United Nations A/68/521

General Assembly

Distr.: General
10 October 2013

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Sixty-eighth session
Agenda item 80
United Nations Programme of Assistance in the Teaching, Study, Dissemination and Wider Appreciation of International Law

United Nations Programme of Assistance in the Teaching, Study, Dissemination and Wider Appreciation of International Law

Report of the Secretary-General

Summary

The present report is submitted pursuant to General Assembly resolution 67/91. It covers the implementation of the United Nations Programme of Assistance in the Teaching, Study, Dissemination and Wider Appreciation of International Law in 2013, as well as guidelines and recommendations for the implementation of the Programme of Assistance for the biennium 2014-2015 and administrative and financial implications.

13-50908 (E) 111013

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Contents

		Page
I.	Introduction	3
II.	Implementation of the Programme of Assistance during 2013	3
	A. International Law Fellowship Programme	3
	B. Regional Courses in International Law	4
	C. International law training materials	7
	D. United Nations Audiovisual Library of International Law	8
	E. Desktop publishing	9
	F. Dissemination	9
III.	Guidelines and recommendations regarding the implementation of the Programme of Assistance for the biennium 2014-2015	10
IV.	Administrative and financial implications of the Programme of Assistance	12
	A. During 2013	12
	B. During the biennium 2014-2015	14
V.	Advisory Committee on the United Nations Programme of Assistance in the Teaching, Study, Dissemination and Wider Appreciation of International Law	15
	A. Membership	15
	B. Consideration of the report of the Secretary-General by the Advisory Committee at its forty-eighth session	16
Annex		
	Websites maintained by the Codification Division	18

I. Introduction

1. By its resolution 67/91, the General Assembly authorized the Secretary-General to carry out, in 2013, the activities specified in the reports on the United Nations Programme of Assistance in the Teaching, Study, Dissemination and Wider Appreciation of International Law (A/66/505 and A/67/518), submitted at its sixty-sixth and sixty-seventh sessions. In paragraph 25 of the same resolution, the Assembly requested the Secretary-General to report at its sixty-eighth session on the implementation of the Programme of Assistance in 2013 and, following consultations with the Advisory Committee on the Programme of Assistance, to submit recommendations regarding the implementation of the Programme of Assistance in subsequent years.

2. The present report provides information concerning the implementation of the Programme of Assistance in 2013,[1] as well as activities planned for 2014-2015 and administrative and financial implications.

II. Implementation of the Programme of Assistance during 2013

3. The Codification Division is responsible for the implementation of the Programme of Assistance.[2] The Division performs various functions, such as preparing reports of the Secretary-General and providing services to the Advisory Committee and the Sixth Committee on the related agenda item. It also maintains the website on the Programme of Assistance.

A. International Law Fellowship Programme

4. The International Law Fellowship Programme provides the most comprehensive international law training by leading scholars and practitioners for lawyers from developing countries and countries with emerging economies under the Programme of Assistance. The fellows attend the Public International Law session at The Hague Academy of International Law and seminars organized by the Codification Division on a broad range of subjects relating to international law. Study visits are also arranged for the participants.

5. The International Law Fellowship Programme was held in The Hague from 24 June to 2 August 2013. A total of 20 fellows (11 men and 9 women) as well as one self-funded participant (one man) were selected for the Programme.[3]

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[1] The present report also provides relevant information on activities undertaken during the latter part of 2012.

[2] For information on other activities of the Office of Legal Affairs, see documents A/68/10, A/68/17 and A/68/71 as well as the Treaty Section website (http://untreaty.un.org). Information on the Hamilton Shirley Amerasinghe Memorial Fellowship will be provided in the annual report of the Secretary-General on oceans and the law of the sea (A/68/71/Add.1), and is considered under the agenda item "Oceans and the law of the sea".

[3] A total of 897 applications were received from 118 Member States for 20 fellowships. The 20 fellowship participants were from the following countries: Albania, Argentina, Armenia, Brazil, China, Colombia, Egypt, Honduras, India, Lesotho, Malawi, Micronesia (Federated States of), Peru, Philippines, Sudan, Thailand, Trinidad and Tobago, United Republic of Tanzania, Uzbekistan and Venezuela (Bolivarian Republic of). The self-funded participant (Nigeria) was unable to attend the Programme.

6. The Hague Academy lectures included: "National boundaries, limits and delimitations: how significant are these today?" (L. Caflisch, Honorary Professor, Graduate Institute of International and Development Studies, Geneva, Member of the International Law Commission); "The course of international law. Practice and process of the law of nations" (General Course) (J. Crawford, Professor, University of Cambridge, former Member of the International Law Commission); "The international law of global governance" (E. Benvenisti, Professor, Tel Aviv University); "What normativity for the law of international monetary and financial relations?" (J.-M. Sorel, Professor, University of Paris I (Panthéon-Sorbonne)); "Article 103 of the United Nations Charter" (R. Kolb, Professor, University of Geneva); "The role of domestic judges in the development of international law" (A. Wyrozumska, Professor, University of Lodz); "The law of nationality and the law of regional organizations for integration: towards new types of status for residents?" (B. Nascimbene, Professor, University of Milan); and "The protection of individuals in the event of catastrophes" (K. G. Park, Professor, Korea University School of Law, Member of the International Law Commission).

7. The seminars organized by the Codification Division included (in chronological order): "Introduction to international law" (E. Roucounas, Professor, University of Athens); "Recognition of States and governments" and "Diplomatic protection" (J. Dugard, Professor, Leiden University, former Member of the International Law Commission); "Law of treaties" (A. Aust, London School of Economics, former Deputy Legal Adviser of the Foreign and Commonwealth Office of the United Kingdom of Great Britain and Northern Ireland); "International human rights law (Latin America)" (A. A. Cançado Trindade, Judge, International Court of Justice, former President of the Inter-American Court of Human Rights); "International humanitarian law" (Y. Sandoz, Professor, University of Fribourg); "International human rights law" (M. Milanovic, University of Nottingham School of Law); "International criminal law" (A. Zimmermann, Professor, University of Potsdam); "Work of the International Law Commission" (L. Caflisch, Honorary Professor, Graduate Institute of International and Development Studies, Geneva, Member of the International Law Commission); "State responsibility" (B. Simma, Judge, Iran-United States Claims Tribunal, Professor, University of Michigan Law Schoc!, former Judge of the International Court of Justice); "Law of the sea" (T. Treves, Professor, University of Milan, former Judge of the International Tribunal for the Law of the Sea); "International environmental law" (L. Boisson de Chazournes, Professor, University of Geneva); "International trade law", "International investment law" and "Sources of international law" (M. M. Mbengue, Professor, University of Geneva); and "International organizations" and "Diplomatic and consular relations" (P. Bodeau-Livinec, Professor, University of Paris VIII (Vincennes Saint-Denis)).

8. Study visits with briefings by senior officials were arranged for the participants at the International Court of Justice, the International Criminal Court and the Permanent Court of Arbitration.

B. Regional Courses in International Law

9. The Regional Courses in International Law provide high-quality training by leading scholars and practitioners on a broad range of core subjects of international law as well as specific subjects of particular interest to the countries in a given

region. The courses provide an important mechanism for expanding the international law training opportunities available to lawyers from developing countries given the limited number of participants who can be accommodated in the International Law Fellowship Programme. The courses also provide participants with an opportunity to focus on contemporary issues of international law of common interest to the region, with a view to promoting greater understanding and cooperation on such issues.

(i) Africa

10. The Regional Course in International Law for Africa was held at the United Nations Economic Commission for Africa in Addis Ababa, Ethiopia, from 1 to 26 April 2013. A total of 29 participants and 1 observer (15 men and 15 women) attended the course, including 20 fellowship participants and 10 self-funded participants.[4]

11. The seminars for the Regional Course included (in chronological order): "Introduction to international law" (G. Nolte, Professor, Humboldt University, Member of the International Law Commission); "Research in international law" (D. Stewart, Associate Legal Officer, Codification Division, United Nations Office of Legal Affairs); "International humanitarian law" and "International criminal law" (K. Riordan, Director General of Defence Legal Services for the New Zealand Defence Force); "Law of the sea" (T. Treves, Professor, University of Milan, former Judge of the International Tribunal for the Law of the Sea); "Peaceful settlement of disputes" and "Codification and progressive development of international law: the work of the International Law Commission" (L. Caflisch, Honorary Professor, Graduate Institute of International and Development Studies, Geneva, Chairman of the International Law Commission); "State responsibility", "Diplomatic protection" and "International organizations" (E. de Wet, Professor and Co-Director of the Institute for International and Comparative Law in Africa, University of Pretoria); "International trade law" (M. M. Mbengue, Professor, University of Geneva); "The work of the African Union Commission on International Law" (A. Kilangi, Dean of the Faculty of Law, St. Augustine University of Tanzania, President of the African Union Commission on International Law); "International human rights law" (F. Viljoen, Professor and Director of the Centre for Human Rights, University of Pretoria); "International environmental law" (G. Handl, Professor, Tulane University Law School); "Self-determination in international law" and "Africa and international law in the twenty-first century" (A. Yusuf, Judge, International Court of Justice); and "International investment law" (J. Donoghue, Judge, International Court of Justice). In addition, Judge A. G. Koroma (former Judge of the International Court of Justice) gave a briefing to the participants.

12. A study visit was organized to the African Union during which the participants received briefings by African Union officials on the organization and its legal framework, including human and peoples' rights as well as peace and security. In

[4] A total of 86 applications were received from 28 States Members of the United Nations. The participants were from the following countries and organizations: Botswana, Cameroon, Côte d'Ivoire, Democratic Republic of the Congo, Djibouti, Ethiopia, Gambia, Ghana, Kenya, Lesotho, Liberia, Madagascar, Mauritius, Nigeria, Rwanda, Somalia, Sudan, United Republic of Tanzania, Uganda and Zimbabwe, as well as the African Union and the Office of the United Nations High Commissioner for Human Rights. (Other participants selected from the following countries were unable to attend the course: Central African Republic, Kenya and Uganda.)

addition, Ambassador M. Getahun (Member of the African Union Commission on International Law) gave a briefing on internally displaced persons.

(ii) Asia-Pacific

13. The Regional Course in International Law for Asia-Pacific was held in Bangkok, Thailand, from 12 to 30 November 2012. A total of 26 participants (12 men and 14 women) attended the course, including 15 fellowship participants and 11 self-funded participants.[5]

14. The seminars included (in chronological order): "Peaceful settlement of international disputes" and "Diplomatic protection" (L. Caflisch, Honorary Professor, Graduate Institute of International and Development Studies, Geneva, Chairman of the International Law Commission); "Introduction to international law", "State jurisdiction and immunities" and "State responsibility" (M. Kawano, Professor, Waseda University); "Law of treaties", "Research in international law" and "International organizations" (P. Bodeau-Livinec, Professor, University of Paris VIII (Vincennes Saint-Denis)); "The International Court of Justice" (D. Nanopoulos, Legal Officer, Codification Division, United Nations Office of Legal Affairs); "International human rights law" (M. Pinto, Professor, University of Buenos Aires); "Law of the sea" (T. Treves, Professor, University of Milan, former Judge of the International Tribunal for the Law of the Sea); "International humanitarian law" and "International criminal law" (K. Riordan, Director General of Defence Legal Services for the New Zealand Defence Force); "International trade law" (M. M. Mbengue, Professor, University of Geneva); and "International environmental law" (S. McCaffrey, Professor, University of the Pacific, former Member of the International Law Commission).

15. The Regional Course in International Law for Asia-Pacific was scheduled to be held for the second consecutive year in Thailand from 4 to 29 November 2013. This course was cancelled due to lack of funding from the regular budget or voluntary contributions.

16. The following lectures had been arranged: "Introduction to international law" (A. Pellet, Professor, Université Paris Ouest, Nanterre/La Défense, former Member of the International Law Commission); "Law of treaties" (A. Aust, London School of Economics, former Deputy Legal Adviser of the Foreign and Commonwealth Office of the United Kingdom); "Peaceful settlement of international disputes" and "The work of the International Law Commission" (L. Caflisch, Honorary Professor, Graduate Institute of International and Development Studies, Geneva, Member of the International Law Commission); "Law of the sea" (T. Treves, Professor, University of Milan, former Judge of the International Tribunal for the Law of the Sea); "Recognition of States and governments", "State immunities" and "Diplomatic protection" (J. Dugard, Professor, Leiden University, former Member of the International Law Commission); "International environmental law" (L. Boisson de Chazournes, Professor, University of Geneva); "International human rights law"

[5] A total of 48 applications were received from 24 States Members of the United Nations. The participants were from the following countries: Afghanistan, Bangladesh, Bhutan, China, Fiji, India, Iran (Islamic Republic of), Kyrgyzstan, Mongolia, Nepal, Oman, Philippines, Qatar, Samoa, Singapore, Thailand, Tonga and Viet Nam. (Other participants selected from the following countries were unable to attend the course: Indonesia, Kazakhstan, Qatar, Saudi Arabia, Sri Lanka and Tuvalu.)

(V. Muntarbhorn, Professor, Chulalongkorn University, former Special Rapporteur on the sale of children, child prostitution and child pornography); "International humanitarian law" and "International criminal law" (K. Riordan, Director General of Defence Legal Services for the New Zealand Defence Force); "International arbitration" (B. Daly, Deputy Secretary-General and Principal Legal Counsel, Permanent Court of Arbitration); "International law and territorial disputes" and "*Jus cogens* at the International Court of Justice" (S. Yee, Professor, Wuhan University Institute of International Law); "International trade law" and "International investment law" (M. M. Mbengue, Professor, University of Geneva); and "International organizations" and "Diplomatic and consular relations" (P. Bodeau-Livinec, Professor, University of Paris VIII (Vincennes Saint-Denis)).

17. Participants had been selected from the following countries: Afghanistan, Bangladesh, Bhutan, Brunei Darussalam, China, Democratic People's Republic of Korea, Fiji, India, Indonesia, Iran (Islamic Republic of), Lao People's Democratic Republic, Maldives, Marshall Islands, Myanmar, Nepal, Oman, Philippines, Singapore, Sri Lanka, Tajikistan, Thailand, Uzbekistan and Viet Nam.

18. Study materials had also been prepared for this course.

(iii) Latin America and the Caribbean

19. There has been no Regional Course in International Law for Latin America and the Caribbean since 2004 due to the absence of a host country and insufficient funding. The United Nations and the Government of Uruguay concluded a host country agreement in 2013 for the organization of the Regional Course in International Law for Latin America and the Caribbean.

(iv) Permanent venues for Regional Courses in International Law

20. Due to the increase in the demand for international law training, the Codification Division has considered identifying permanent venues for the Regional Courses in International Law in order to facilitate the organization of these courses on a regular basis in Africa, Asia-Pacific, and Latin America and the Caribbean. These permanent venues would provide enhanced efficiency, cost savings and greater certainty with respect to the Regional Courses without precluding the possibility of holding such a course at another location.

21. Three Regional Courses in International Law for Africa were conducted in Ethiopia in 2011, 2012 and 2013. Ethiopia would provide a suitable venue for the Regional Course for Africa in 2014 and in 2015 if there is sufficient funding for these courses.

22. Three Regional Courses in International Law for Asia-Pacific were conducted in Thailand in 1986, 2005 and 2012 and an additional course planned for 2013 was cancelled due to a lack of funding. Thailand would provide a suitable venue for the Regional Course for Asia-Pacific in 2014 and in 2015 if there is sufficient funding for these courses.

C. International law training materials

23. The Codification Division researches and collects legal materials in consultation with the lecturers for its international law training programmes. The

Division utilizes desktop publishing for the technical preparation of training materials in hard copy.[6] In addition, CD-ROMs and USB flash drives containing the training materials, legal publications of the Division and other international law materials are provided to facilitate electronic research for participants in developing countries with limited access to the Internet.

D. United Nations Audiovisual Library of International Law

24. Traditional training courses offer unique advantages in terms of promoting in depth discussions, interaction and cooperation among participants. In response to the increasing demand for international law training which could not be met solely by its traditional training courses, the Codification Division created the United Nations Audiovisual Library of International Law. The Audiovisual Library gives the United Nations the capacity to provide high-quality training to an unlimited number of individuals and institutions in countries around the world free of charge via the Internet at a relatively low cost.

25. The Audiovisual Library is a virtual training and research centre with more than 300 leading international law scholars, judges and practitioners from different countries and legal systems who contribute to its three pillars, namely, the Lecture Series, the Historic Archives and the Research Library. The Lecture Series contains almost 300 lectures on a broad range of subjects of international law, including 20 new lectures recorded in Addis Ababa, London, New York and The Hague. In response to requests for more lectures in French for government lawyers and teachers in Africa, 25 new lectures were recorded in Brussels, Geneva and Paris. The Historic Archives contains introductory notes by leading authorities, as well as procedural histories, related documents and archival audiovisual materials prepared by the Codification Division, on almost 100 legal instruments, with materials added for 26 new legal instruments.[7] The Research Library provides an extensive online library consisting of treaties, jurisprudence, publications, documents and scholarly writings, including a new section for training materials as well as additional legal publications and law journals.[8] In addition, the Codification Division created a new,

[6] The Codification Division prepared study materials for the 2013 International Law Fellowship Programme (11 volumes), the 2013 Regional Course in International Law for Africa (13 volumes), the 2012 Regional Course in International Law for Asia-Pacific (8 volumes) and the 2013 Regional Course in International Law for Asia-Pacific (11 volumes). It wishes to express its appreciation to: Professor G. Abi-Saab, Professor B. S. Chimni and Professor D. Kennedy and to the *American Journal of International Law*, the *American University Law Review*, Brill Academic Publishers, Cambridge University Press, the Carnegie Council for Ethics in International Affairs, Éditions Bruylant, Éditions A. Pedone, Eleven International Publishing, the *George Washington International Law Review*, The Hague Academy of International Law, Hart Publishing, the *ILSA Journal of International and Comparative Law*, the International Institute for Sustainable Development, Johns Hopkins University Press, Juta and Co., Matthew Bender & Company, Inc. (a member of LexisNexis Group), the *New York University Journal of International Law and Politics*, Oxford University Press, Schulthess Verlag, *Schweitzerisches Jahrbuch für Internationales Recht*, *Third World Legal Studies*, Thomson Reuters, T.M.C. Asser Press, and University of Chicago Press for the use of scholarly writings for academic purposes as part of the study materials for the training courses.

[7] Translations of legal materials for the Historic Archives and the Lecture Series were provided in all official languages of the Organization (approximately 400 pp. for 2012-2013).

[8] The Codification Division wishes to express its appreciation to William S. Hein and Company and Oxford University Press for providing legal materials for the Research Library.

more user-friendly website for the Audiovisual Library, which was launched on 7 October 2013. The new website also facilitates access to materials in the various official languages of the Organization and allows the viewing of audiovisual materials on mobile devices.

26. The Audiovisual Library has been accessed by almost 1 million individuals and institutions in 193 Member States, including 520,000 new users since last October. The Audiovisual Library was created primarily for the benefit of lawyers in developing countries. However, it has been accessed primarily by lawyers in developed countries.[9] The limited number of users in developing countries is in part due to a lack of awareness of this resource and in part to the technology gap in terms of limited access to computers, electricity and reliable high-speed Internet.

27. In an effort to promote greater awareness of the Audiovisual Library, the Codification Division gave Audiovisual Library presentations at the Regional Courses in International Law in Thailand and Ethiopia, the African Union Forum on International and African Union Law in Ethiopia, the International Association of Law Schools Annual Meeting in India, as well as at the International Law Fellowship Programme in the Netherlands.

28. In addition, the Codification Division provided a collection of lectures on DVDs to the National Law School of Lesotho which had difficulty accessing these lectures via the Internet. The Codification Division is exploring the possibility of making lectures available on DVDs to other law schools or institutions in developing countries upon request, depending on available resources.

E. Desktop publishing

29. In 2013, the Codification Division performed all pre-press services utilizing desktop publishing to ensure the timely issuance of the following publications:

(a) *United Nations Juridical Yearbook 2012* (English version);

(b) *Reports of International Arbitral Awards*, vol. XXX (English/French);

(c) *Summaries of Judgments, Advisory Opinions and Orders of the International Court of Justice* (2008-2012) (English and French versions);

(d) *Summaries of Judgments, Advisory Opinions and Orders of the Permanent Court of International Justice* (French version).[10]

F. Dissemination

30. The dissemination of legal publications and information through the Internet, as well as other electronic media, is intended to supplement the limited number of hard copies, without prejudice to the unique value of printed materials for legal research and education, in particular for lawyers in developing countries with limited access to the Internet. These materials are provided free of charge on the

[9] The Audiovisual Library has been accessed by only 57,464 users in Africa, 201,219 in Asia-Pacific and 55,285 in Latin America and the Caribbean.

[10] In 2013, the Codification Division extended its desktop publishing to include the French version of the publications listed in subparagraphs (c) and (d).

Internet to promote the teaching, study, dissemination and wider appreciation of international law.

Distribution of United Nations legal publications

31. The distribution of copies of United Nations legal publications to depositary libraries and institutions in developing countries was discontinued on 8 November 2012 pursuant to a decision by the Department for General Assembly and Conference Management.

32. In 2013, the Codification Division provided legal publications and training materials, upon request, to the African Union Library in Ethiopia as well as academic and other training institutes in developing countries that have limited or no access to such materials via the Internet, namely, Cameroon, Côte d'Ivoire, Lesotho and South Sudan.

III. Guidelines and recommendations regarding the implementation of the Programme of Assistance for the biennium 2014-2015

33. The paragraphs below contain the recommendations requested by the General Assembly in paragraph 25 of its resolution 67/91.

34. The Codification Division plans to conduct the following training courses if it receives the necessary resources.

International Law Fellowship Programme

35. *International Law Fellowship Programme*: for a period of six weeks for 30 participants, including a minimum of 20 fellowship participants and additional self-funded participants in 2014 and in 2015. The Codification Division will continue to perform all tasks relating to the organization and administration of the Fellowship Programme as long as it has the necessary resources.[11]

Regional Courses in International Law

36. *Regional Course in International Law for Africa*: for a period of four weeks for 30 participants, including a minimum of 20 fellowship participants and additional self-funded participants in 2014 and in 2015 in Ethiopia.

37. *Regional Course in International Law for Asia-Pacific*: for a period of four weeks for 30 participants, including a minimum of 20 fellowship participants and additional self-funded participants in 2014 and in 2015 in Thailand.

38. *Regional Course in International Law for Latin America and the Caribbean*: for a period of four weeks for 30 participants, including a minimum of 20 fellowship participants and additional self-funded participants in 2014 and in 2015. This course is subject to the conclusion of a host country agreement.

[11] Since 2010, the Codification Division has conducted the Fellowship Programme in The Hague as a necessary cost-saving measure to increase the number of fellowships provided by the regular budget (see A/65/514, para. 12).

39. Guidelines contained in the relevant General Assembly resolutions would be followed, in particular regarding the desirability of using, as far as possible, the resources (financial and in-kind) and facilities made available by Member States, international and regional organizations, academic institutions, individuals and others, and taking into account the need, in appointing highly qualified lecturers for the fellowship programmes, to ensure representation of the major legal systems and balance among various geographical regions, bearing in mind financial constraints. Every effort would be made to maintain the high quality of these training courses by inviting such lecturers and by including the main substantive areas of international law in the curriculum.

United Nations Audiovisual Library of International Law

40. The Codification Division plans to continue and further develop the Audiovisual Library if it receives the necessary resources. The Codification Division would record 50 new lectures for the Lecture Series, prepare new legal and audiovisual materials for 35 legal instruments for the Historic Archives, and add new legal materials to the Research Library. It would also submit the new legal materials for the Historic Archives and the Lecture Series for translation in all official languages of the Organization (400 pages in total). Ten presentations of the Audiovisual Library would be prepared and given to increase dissemination, particularly among lawyers in developing countries. Storage space for audiovisual materials would need to be acquired. DVDs of lectures may also be provided to academic institutions in developing countries depending on resources.

Desktop publishing

41. In 2014-2015, the Codification Division plans to prepare:

(a) *United Nations Juridical Yearbook 2013* and *2014* (600 pages per edition), pursuant to General Assembly resolutions 1814 (XVII) and 3006 (XXVII);[12]

(b) *United Nations Legislative Series, Materials on the Responsibility of States for Internationally Wrongful Acts* (2nd ed.), vol. 28 (600 pages), pursuant to resolution 67/91;[13]

(c) *Reports of International Arbitral Awards*, vol. XXXI (600 pages), pursuant to resolutions 487 (V) and 67/91; [14] and

(d) *Judgments, Advisory Opinions and Orders of the International Court of Justice* (2013-2017) (advance translations of 400 pages), pursuant to resolutions 46/50 and 67/91.[15]

[12] Arabic, Chinese, English, French, Russian and Spanish.

[13] See resolution 67/91, para. 10. (Arabic, Chinese, English, French, Russian and Spanish.)

[14] See resolution 487 (V), para. 3, and the report of the International Law Commission to the General Assembly, 1950 (A/1316), para. 91. See also resolution 67/91, para. 2, and the report of the Secretary-General on the Programme of Assistance (A/66/505), para. 30 (b). (Bilingual publication, English/French.)

[15] See resolutions 46/50, para. 5, and 67/91, para. 2, as well as the report of the Secretary-General on the Programme of Assistance (A/66/505), para. 30 (f). (Arabic, Chinese, English, French, Russian and Spanish.)

42. If the General Assembly so decides, the Codification Division would also prepare the following legal publications:

(a) *United Nations Juridical Yearbook: Special Edition* containing select legal opinions from 1945 to 1962 (600 pages);[16] and

(b) *Handbook on International Law* (500 pages).[17]

All publications would include CD-ROMs or flash drives.

43. The Codification Division would continue to perform all pre-press services using desktop publishing for the legal publications listed above, as well as training materials, on a voluntary basis as long as it has the resources (staff and necessary materials) to do so.

Dissemination

44. The Codification Division would continue to distribute hard copies of its legal publications and training materials for participants at its training courses and to institutions in developing countries upon request if it has the necessary hard copies as well as the resources to cover handling and shipping

IV. Administrative and financial implications of the Programme of Assistance

A. During 2013

45. Concerning the funding provided for the International Law Fellowship Programme and Regional Courses in International Law, a total of $437,500 was included in the regular budget under section 8 (Legal affairs), subprogramme 3 (Progressive development and codification of international law) (grants and contributions), of the programme budget for the biennium 2012-2013.

46. In its resolution 67/91, the General Assembly reiterated its request to Member States and interested organizations, institutions and individuals, to make voluntary contributions towards the financing of activities under the Programme. Accordingly, on 21 January 2013, a note verbale was sent to Member States to draw their attention to resolution 67/91.

47. Since the previous report, a voluntary contribution has been received for the Programme of Assistance from Panama ($1,500). Voluntary contributions have also been received for specific Programme activities: (a) for the Audiovisual Library from China ($20,000), Germany ($39,683), Ireland ($9,000), Italy ($5,000), Mexico ($10,000), the Netherlands ($32,982), Norway ($26,958), Switzerland ($25,000) and the United Kingdom ($7,500); (b) for the International Law Fellowship Programme from Ireland ($3,500); and (c) for the regional courses from China ($40,000), Saudi Arabia ($10,000) and the African Union ($50,000).

[16] This Special Edition would contain legal opinions with a continuing legal or historic significance that have not been published previously in the *Juridical Yearbook*, which began in 1963 (bilingual publication, English/French).

[17] This publication would provide an educational resource for the training courses of the Division as well as academic institutions in developing countries (original English and French).

48. In addition, the United Nations and the African Union concluded a Memorandum of Understanding in which the African Union, subject to its budgetary resources, undertakes to continue to contribute to the cost of future Regional Courses in International Law for Africa of an amount of funds specifically earmarked for that purpose in its budget.

49. The Codification Division also continued to invite States, universities, institutions and organizations, as well as individuals to contribute to and assist in the implementation of the Programme of Assistance.

50. With regard to the *International Law Fellowship Programme*, the Registry of the International Court of Justice provided offices and related equipment for staff of the Codification Division and lecturers, as well as essential administrative and logistical support for the Programme. The Hague Academy of International Law provided a reduced tuition rate for the fellows. The Carnegie Foundation provided a seminar room as well as related equipment for staff of the Codification Division and lecturers.

51. Concerning the *Regional Course in International Law for Africa*, the Economic Commission for Africa provided a seminar room, offices, equipment, transportation and administrative assistance for staff of the Codification Division and lecturers. The African Union organized a study visit to its headquarters. In addition, the University of Pretoria covered costs relating to the participation of two lecturers in the Regional Course and donated the publication *Compendium of Key Human Rights Documents of the African Union* to the participants of the Regional Course.[18] Similarly, Cambridge University Press donated the publication *Modern Treaty Law and Practice* to the participants.[19] The United Kingdom covered the shipping cost for this publication.

52. In relation to the *Regional Course in International Law for Asia-Pacific* in 2012, the Government of Thailand provided a seminar room, offices, equipment, lunches, local transportation and administrative assistance, as well as accommodation and additional meals for those receiving fellowships. The Economic and Social Commission for Asia and the Pacific also provided administrative support for this course.

53. In addition, publications were provided free of charge to the participants in the various training programmes by the: Office of the United Nations High Commissioner for Human Rights, the United Nations Office on Drugs and Crime, the Department of Public Information, the International Criminal Court, the International Committee of the Red Cross and the Ministry of Foreign Affairs and Trade of New Zealand. Various entities, publishers and law journals granted permission to include scholarly articles free of charge in the study materials prepared for the participants in the training programmes (see para. 23 above).

54. The Codification Division concluded a project document with the United Nations Fund for International Partnerships with regard to the organization of Regional Courses in International Law and the development of the Audiovisual Library of International Law.

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[18] C. Heyns and M. Killander (eds.), *Compendium of Key Human Rights Documents of the African Union* (4th ed.), Pretoria University Press, Pretoria, 2010.

[19] A. Aust, *Modern Treaty Law and Practice* (2nd ed.), Cambridge University Press, Cambridge, 2007.

55. Since the previous report, the following countries have made contributions for the Hamilton Shirley Amerasinghe Fellowship on the Law of the Sea: Ireland ($3,500), Monaco ($10,507) and Sri Lanka ($10,000).

B. During the biennium 2014-2015

56. In resolution 67/91, the General Assembly reiterated its request to the Secretary-General to provide to the programme budget for the biennium 2014-2015 the resources necessary for the Programme of Assistance to ensure the continued effectiveness and further development of the Programme, in particular the organization of Regional Courses in International Law on a regular basis and the viability of the Audiovisual Library.

57. With regard to the International Law Fellowship Programme and the Regional Courses in International Law, an amount of $458,000 is proposed in the programme budget for the biennium 2014-2015 under section 8 (Legal affairs), subprogramme 3 (Progressive development and codification of international law) (grants and contributions), assuming that the General Assembly approves the recommendations on those programmes.

International Law Fellowship Programme

58. The estimated cost for the International Law Fellowship Programme, based on 20 fellowship participants per year, is $406,000 for the biennium. The remaining $52,000 would be used to provide additional fellowships for the Programme or to cover part of the cost of conducting one of the Regional Courses in International Law.

Regional Course in International Law for Africa

59. The estimated direct cost[20] for the Regional Courses for Africa based on 20 fellowship participants per year is $416,000 for the biennium. It is anticipated that approximately $100,000 of this estimate would be covered by voluntary contributions from the African Union.

Regional Course in International Law for Asia-Pacific

60. The estimated direct cost for the Regional Courses for Asia-Pacific based on 20 fellowship participants per year is $320,000 for the biennium. It is anticipated that the remaining costs would be covered by the host country.

Regional Course in International Law for Latin America and the Caribbean

61. The estimated direct cost for the Regional Courses for Latin America and the Caribbean based on 20 fellowship participants per year is $300,000 for the biennium. It is anticipated that the remaining costs would be covered by the host country.

[20] Funds provided by voluntary contributions require an additional amount of approximately 13 per cent for programme support cost.

United Nations Audiovisual Library of International Law

62. The following resources are required to maintain and develop the Audiovisual Library of International Law: two Professionals and one General Service staff. Currently, two Professionals (SSA consultants) and one General Service staff are funded by extrabudgetary resources. The fees and salaries for their services for the 2014-2015 biennium are estimated at $465,000. An additional $115,000 is estimated for costs relating to equipment, off-site recordings, and digitization of audiovisual material. The total estimated direct cost for this activity is $580,000 for the biennium based on the current temporary personnel arrangements.

Desktop publishing

63. As indicated in the proposed programme budget for the biennium 2014-2015 (A/68/6 (Sect. 8), table 8.6), the Codification Division would discontinue its desktop publishing for some legal publications if the General Service staff (Team Assistant) is abolished in the Division as has been proposed. In addition, desktop publishing would be discontinued if the Division does not receive the necessary materials.

Dissemination

64. As indicated above (para. 31), the distribution of copies of United Nations legal publications to depositary libraries and institutions in developing countries was discontinued in 2012.[21]

65. The Codification Division would provide and ship legal publications and training materials for participants in its training programmes, as well as to academic institutions in developing countries upon request if it has the necessary hard copies as well as the resources to do so.

66. The Secretary-General will continue, if the General Assembly so decides, to request voluntary and in-kind contributions to the Programme. It is to be noted that the amount of voluntary contributions has significantly decreased in recent years and that the available resources are not sufficient to conduct any Regional Course in International Law or to further develop the Audiovisual Library in 2014-2015.

V. Advisory Committee on the United Nations Programme of Assistance in the Teaching, Study, Dissemination and Wider Appreciation of International Law

A. Membership

67. The General Assembly, by its resolution 66/97, appointed the following 25 Member States as members of the Advisory Committee for the period from 1 January 2012 to 31 December 2015: Argentina, Canada, Chile, Cyprus, Czech Republic, Ethiopia, France, Germany, Ghana, Iran (Islamic Republic of), Italy, Kenya, Lebanon, Malaysia, Mexico, Nigeria, Pakistan, Portugal, Russian

[21] The actual cost of producing and supplying United Nations legal publications to institutions in developing countries fell under the allocations relating to administrative and common services of the substantive programme budget to which each publication belongs.

Federation, Sudan, Suriname, Trinidad and Tobago, Ukraine, United Republic of Tanzania and United States of America.

B. Consideration of the report of the Secretary-General by the Advisory Committee at its forty-eighth session

68. The forty-eighth session, held on 8 and 10 October, was chaired by the Permanent Representative of Ghana, Ken Kanda.

69. Virginia Morris, Principal Legal Officer, Codification Division, acted as Secretary of the Advisory Committee; Hanna Dreifeldt Lainé, Legal Officer, Codification Division, acted as Assistant Secretary.

70. The following members of the Committee were present on 8 October: Argentina, Canada, Chile, Cyprus, Czech Republic, Germany, Ghana, Iran (Islamic Republic of), Italy, Kenya, Malaysia, Mexico, Nigeria, Pakistan, Portugal, Russian Federation, Suriname, Trinidad and Tobago, United Republic of Tanzania and United States. The Netherlands, Thailand and Uruguay attended the meeting as observers in their capacity as host countries for the training courses.

71. The following members of the Committee were present on 10 October: Argentina, Canada, Chile, Cyprus, Czech Republic, France, Germany, Ghana, Iran (Islamic Republic of), Malaysia, Mexico, Pakistan, Russian Federation, Trinidad and Tobago and United States. Uruguay attended the meeting as observer in its capacity as host country for the Regional Course.

72. The Secretary of the Advisory Committee made a statement in which she reviewed the activities conducted in 2013 and the efforts made by the Codification Division to strengthen, revitalize and expand the Programme of Assistance to continue to respond to the increasing demand for international law training and research materials in developing countries as well as developed countries.

73. The Advisory Committee commended the Codification Division on those activities, which were of great value to practitioners and academics in countries around the world, and on efforts to enhance those activities.

74. The Secretary of the Advisory Committee reviewed the financial and administrative aspects of the Programme, including issues relating to the regular-budget funding for the Programme and the significant decline in voluntary contributions. She noted that the resources available were not sufficient to conduct the Regional Courses in International Law or to further develop the Audiovisual Library. She also noted that the insufficient funding for those activities could result in their complete discontinuance.

75. In addition to referring to the activities of the Programme of Assistance mentioned in this report, many members of the Advisory Committee highlighted the need to provide funding from the regular budget also for the Amerasinghe Memorial Fellowship on the Law of the Sea, referred to in resolution 67/91, and also for the seminars and regional training on international treaty law and practice and for legal publications and training materials. The view was also expressed that the primary focus of the request for funding should be with respect to the Regional Courses in International Law and the Audiovisual Library by the Codification Division.

76. The Advisory Committee recognized the major contribution of the Programme to the teaching and dissemination of international law for the benefit of lawyers in

all countries, legal systems and regions of the world for almost half a century, in addition to the increasing demand for international law training. The Committee further stressed the important role that Programme activities, particularly the United Nations Regional Courses in International Law and the United Nations Audiovisual Library of International Law, play in the furtherance of the Organization's rule of law programmes and activities.

77. The Advisory Committee recommended that the Secretary-General be requested to carry out in 2014-2015 the activities specified in the present report and in General Assembly resolution 67/91.

78. The Advisory Committee noted with concern the continued insufficient funding for the Programme of Assistance and concluded that voluntary contributions have not proven to be an adequate method for funding Programme activities specified in this report and in General Assembly resolution 67/91, in particular the Regional Courses and the Audiovisual Library, and that, consequently, there was a need to provide more reliable funding for those activities.

79. Consequently, the Advisory Committee recommended that the General Assembly reiterate its request to the Secretary-General, in accordance with General Assembly resolution 67/91, in particular operative paragraph 7 thereof, to provide to the programme budget for the biennium 2014-2015 the resources necessary for the Programme of Assistance to ensure the continued effectiveness and further development of the Programme, in particular the organization of United Nations Regional Courses in International Law on a regular basis and the viability of the United Nations Audiovisual Library of International Law.

Annex

Websites maintained by the Codification Division

Website	*Uniform resource locator*
Codification of international law	www.un.org/law/lindex.htm
Sixth Committee of the General Assembly	www.un.org/en/ga/sixth
International Law Commission	www.un.org/law/ilc
Diplomatic conferences (official records of proceedings)	http://untreaty.un.org/cod/diplomaticconferences/index.html
Rome Statute of the International Criminal Court	http://untreaty.un.org/cod/icc/index.html
Special Committee on the Charter of the United Nations and on the Strengthening of the Role of the Organization	www.un.org/law/chartercomm
Ad Hoc Committee on Criminal Accountability of United Nations Officials and Experts on Mission	www.un.org/law/criminalaccountability
Ad Hoc Committee on the Administration of Justice at the United Nations	www.un.org/law/administrationofjustice
Ad Hoc Committee established by General Assembly resolution 51/210 of 17 December 1996	www.un.org/law/terrorism
Ad Hoc Committee on Jurisdictional Immunities of States and Their Property	www.un.org/law/jurisdictionalimmunities
Ad Hoc Committee on an International Convention against the Reproductive Cloning of Human Beings	www.un.org/law/cloning
Ad Hoc Committee on the Scope of Legal Protection under the Convention on the Safety of United Nations and Associated Personnel	www.un.org/law/UNsafetyconvention
United Nations legal publications portal	www.un.org/law/UNlegalpublications

Website	*Uniform resource locator*
Repertory of Practice of United Nations Organs	www.un.org/law/repertory
United Nations Juridical Yearbook	www.un.org/law/UNJuridicalYearbook
Summaries of Judgments, Advisory Opinions and Orders of the International Court of Justice	www.un.org/law/ICJsummaries
Summaries of Judgments, Advisory Opinions and Orders of the Permanent Court of International Justice	www.un.org/law/PCIJsummaries
Reports of International Arbitral Awards	www.un.org/law/riaa
United Nations Legislative Series	www.un.org/law/legislativeseries
United Nations Programme of Assistance in the Teaching, Study, Dissemination and Wider Appreciation of International Law	www.un.org/law/programmeofassistance
International Law Fellowship Programme	www.un.org/law/ilfp/
Regional Courses in International Law	www.un.org/law/rcil/
United Nations Audiovisual Library of International Law	www.un.org/law/avl

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Agenda item 115 (c)
Elections to fill vacancies in subsidiary organs and other elections: election of fourteen members of the Human Rights Council

Note verbale dated 11 October 2013 from the Permanent Mission of Namibia to the United Nations addressed to the Secretariat

The Permanent Mission of the Republic of Namibia to the United Nations presents its compliments to the Secretariat and, pursuant to General Assembly resolution 60/251, has the honour to inform the Secretariat that the Government of Namibia has submitted its candidature to the Human Rights Council for the period 2014-2016 at the elections to be held on 12 November 2013 during the sixty-eighth session of the General Assembly.

The candidature of Namibia was endorsed by the African Union at its summit held in January 2012, in Addis Ababa.

The Permanent Mission of Namibia has the honour to enclose herewith its voluntary commitments and pledges during its tenure with respect to the promotion, protection and fulfilment of all universally recognized human rights and fundamental freedoms, in accordance with General Assembly resolution 60/251 (see annex).

The Permanent Mission of Namibia would appreciate the circulation of the present note verbale and the annex thereto as a document of the sixty-eighth session of the General Assembly, under agenda item 115 (c).

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Annex to the note verbale dated 11 October 2013 from the Permanent Mission of Namibia to the United Nations addressed to the Secretariat

Candidature of Namibia to the Human Rights Council, 2014-2016

Voluntary pledges and commitments pursuant to General Assembly resolution 60/251

Introduction

1. For more than 100 years, the people of Namibia experienced gross human rights violations under colonialism and apartheid rule. Apartheid, a crime against humanity, segregated the people of Namibia in all areas of life according to their tribe and skin colour. Discrimination was based on ethnic and tribal divisions, as well as for social, political and economic differences. As a result, the majority of people were denied their rights, and their traditional way of life was disrupted for many years. Despite this painful history of human rights violations, the people of Namibia embraced the policy of national reconciliation and, at independence, on 21 March 1990, enshrined in the Constitution a bill of rights, which guarantees individual freedoms, equality and justice, on the basis of the Universal Declaration of Human Rights.

2. The Constitution of the Republic of Namibia is a product of the struggle for sovereignty and human rights, and therefore protects the equality and inherent dignity of all, and guarantees the freedom of association and the freedom of speech and expression, among others. Twenty-three years after independence, Namibia continues to promote and protect human rights at the domestic and international levels. Namibia has therefore decided to announce its candidature to the Human Rights Council for the period 2014-2016.

3. Namibia supported the establishment of the Human Rights Council in the deliberations held at the General Assembly, arguing for a body that would not only serve as a strong advocate and guardian of human rights but would also be representative of all States Members of the United Nations. As this is the first time that Namibia is seeking to serve on the Council, Namibia commits itself to participating actively in the work of the Council and to making meaningful contributions to the promotion and protection of human rights worldwide.

4. In accordance with General Assembly resolution 60/251, Namibia announces its voluntary pledges and commitments, as described below.

Voluntary pledges and commitments

To work for a strong and effective Human Rights Council, and to reinforce the mainstreaming of human rights throughout the United Nations system

5. Namibia is committed to a robust and effective Human Rights Council at the heart of international endeavours in the promotion and protection of human rights. If elected, Namibia will seek clear and strong action by the Council in promoting, protecting and upholding human rights for all. Namibia will work with other

Member States to cultivate a more positive and constructive environment in the Council, where countries can share best experiences and learn from one another. Namibia will work to facilitate open and transparent dialogue among Member States, building on shared goals and priorities in order to achieve meaningful progress.

6. Recognizing that the universal periodic review process has opened up an important space for dialogue on human rights efforts at the national level and can make a real difference on the ground, Namibia will continue to participate actively in the review mechanism and work to ensure that each review is focused on the improvement of the situation of human rights in the State concerned.

7. Namibia will continue its strong engagement in the Third Committee of the General Assembly, the only United Nations body with universal membership responsible for addressing human rights issues, in order to promote the work of the Council.

8. Namibia will support the work of an independent and properly resourced Office of the United Nations High Commissioner for Human Rights, including by promoting the mainstreaming of human rights throughout the United Nations system.

9. Namibia will continue its support for the valuable role of non-governmental organizations and civil society in the promotion and protection of human rights at both the State and international levels.

To advance universal human rights

10. Investing in development is investing in human rights. Namibia recognizes that the enjoyment of all human rights — civil, cultural, economic, political and social — is essential for development. Equally, development is essential to make the full enjoyment of those rights possible.

(a) Right to food

11. Namibia has made the fight against poverty and hunger a priority of its development programme, which is central to its foreign policy. Namibia continues to support international action to combat maternal and infant undernutrition.

(b) Right to education

12. Namibia recognizes the right to education as a fundamental human right. A large amount of the national budget is spent on the provision of education. The State education policy is based on the premise that all children should have access to free primary education. Namibia is committed to support international efforts to achieve Millennium Development Goal 2 on universal education.

(c) Right to health

13. The Government of Namibia has prioritized the provision of health and social services to all Namibians, ensuring equity of access to health-care services to all, with special provisions for those most vulnerable, such as the rural poor, women, children and the elderly. Namibia is committed to international efforts to fight communicable and non-communicable diseases, and will continue to support

national and international efforts to combat malaria, tuberculosis and HIV and AIDS.

(d) Combating discrimination and gender-based violence

14. Namibia pledges to play a full role in efforts to combat all forms of discrimination and to promote gender equality.

15. Namibia has a strong track record in addressing gender inequality. At home, gender equality has the full force of the law, and there is very visible improvement in women's representation in politics, government and the private sector. The National Gender Policy was officially launched in 1997 and adopted by Parliament in 1999 as a legal instrument aimed at achieving gender equality.

16. The Namibian Defence Forces have a workplace policy on human rights and dignity designed to raise awareness of their role and obligations with regard to gender-based violence and human rights. The Defence Forces ensure that personnel deploying on active service to United Nations and African Union peacekeeping missions around the world receive detailed instructions on upholding human rights, especially for minorities and women, cultural awareness issues and codes of conduct and behaviour for both the conduct of their mission and their individual behaviour.

17. Namibia was instrumental in the adoption of Security Council resolution 1325 (2000) on, inter alia, the promotion of the participation of women in United Nations peacekeeping missions. Namibia also played an important role at the Fourth World Conference on Women, at which the Beijing Declaration and Platform for Action was adopted. Furthermore, Namibia supports the Secretary-General's campaign UNiTE to End Violence against Women.

(e) Strengthening the human rights treaty body system

18. Namibia firmly believes that the treaty monitoring bodies are central to the functioning of the international human rights protection system. The growth in the number of treaty bodies and in the number of ratifications of international human rights instruments poses challenges for the coherence and functioning of these institutions. Namibia will therefore continue to work with Member States and other stakeholders to help to strengthen the treaty bodies.

To uphold and strengthen human rights at the national level

19. Namibia will continue to enhance its efforts and strengthen existing national mechanisms for the promotion and protection of human rights, including the development of a national plan of action on human rights.

20. Namibia will cooperate fully with the mechanisms of the Human Rights Council, including the special procedures, by responding promptly and substantively to all their communications and by facilitating their requests for country visits.

21. Namibia remains committed to implementing the more than 80 per cent of the recommendations that enjoyed its support during the first cycle of the universal periodic review, which include, inter alia, enhancing efforts to enact legislation on human trafficking and increasing efforts to combat violence against women. Namibia therefore looks forward to participating in the second cycle of the universal periodic review in an open and constructive manner, to report on progress made in these and other areas.

22. Namibia has ratified core United Nations human rights treaties, and is firmly committed to complying with its obligations, including, inter alia, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, the Convention on the Rights of the Child, the Convention on the Elimination of All Forms of Discrimination against Women, the International Convention on the Elimination of All Forms of Racial Discrimination and the Convention on the Rights of Persons with Disabilities.

23. Human rights issues are addressed at both the secondary and university levels of education. Human rights also feature prominently in the training of the police and defence forces, at all levels. Namibia is committed to continuing to provide support for human rights education and training domestically, across all sectors of society, in order to raise awareness and respect for human rights.

24. Namibia is fully committed to a pluralistic democratic society. The importance that Namibia places upon this crucial role is enshrined in the Constitution of the Republic of Namibia.

Conclusion

25. The commitment of Namibia to the promotion and protection of human rights is an underlying principle of its foreign policy. Its deep attachment to the importance of fundamental rights and freedoms for all is grounded in its historical experience. It strongly believes in the need for a shared effort to advance the values at the heart of the Charter of the United Nations. Serving as a member of the Human Rights Council would enable Namibia to make a positive contribution to that effort.

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Agenda item 139
Human resources management

Human resources management

Report of the Advisory Committee on Administrative and Budgetary Questions

I. Introduction

1. The Advisory Committee on Administrative and Budgetary Questions has considered the following reports of the Secretary-General:

(a) Composition of the Secretariat: staff demographics (A/68/356);

(b) Practice of the Secretary-General in disciplinary matters and possible criminal behaviour, 1 July 2012 to 30 June 2013 (A/68/130);

(c) Amendments to the Staff Regulations and Rules (A/68/129);

(d) Activities of the Ethics Office (A/68/348).

2. During its consideration of the reports, the Advisory Committee met with representatives of the Secretary-General who provided additional information and clarification, concluding with written responses received on 11 October 2013.

II. Composition of the Secretariat

3. The report of the Secretary-General entitled "Composition of the Secretariat: staff demographics" (A/68/356), which covers the period from 1 July 2012 to 30 June 2013, is submitted pursuant to various General Assembly resolutions concerning human resources management, the most recent of which are resolutions 65/247, 66/234 and 67/255. The report presents a demographic analysis of the global staff of the Secretariat and of staff subject to the system of desirable ranges.

4. The main changes introduced since the issuance of the previous report (A/66/347) are summarized in table 3 of the report. New elements include tables showing staff changes in all Secretariat entities (table 5); high-level appointments with $1-a-year contracts (table 10); distribution of staff subject to desirable ranges

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by economic grouping (table 22), as requested by the General Assembly in its resolution 67/255 (paras. 64 and 48, respectively); all staff by category and grade (table 7); and staff movements (table 15). **The Advisory Committee welcomes the inclusion of the additional information and the presentational improvements in the report.**

5. The Advisory Committee has previously pointed to the need for greater trend analysis in the report by, for example, identifying the reasons for different patterns, particularly those emerging since the issuance of the previous report, to help the reader to grasp the meaning of the statistical data and tables (A/66/511, para. 4, and A/67/545, para. 138). For example, while a slight increase in the average age of staff of the Secretariat is attributed to the closure of the United Nations Integrated Mission in Timor-Leste, no comment is made about the lack of progress over the past five years in achieving rejuvenation targets. Similarly, no analytical information is included with respect to the static ratio of female to total staff over the last five years. **The Committee therefore reiterates its previous recommendation that the Secretary-General supplement the raw data presented in the composition report with additional analysis of demographic trends and the possible underlying reasons for those trends.**

6. A summary of staff movements during the reporting period is provided in table 15 of the report (see annex I below). The Advisory Committee notes that there were 3,838 separations and 3,856 appointments during the reporting period (defined as external movements) from an overall staff population of 27,383 as at 30 June 2012. Further details concerning different types of separation are provided in table 16 of the report. It is indicated that there were 403 transfers or lateral movements of staff. Upon enquiry, the Committee was informed that 157 of those movements involved a move to a duty station in a different country. The Committee will make detailed observations and recommendations on the Secretary-General's proposals on staff mobility in its forthcoming report on the subject.

7. In figure VII and paragraph 23 of the report, the Secretary-General comments on the average age of the Secretariat, which stands at 43.4 years, and reflects a slight increase from the past year, which is a continuation of a trend already noted by the Advisory Committee in its report concerning the ageing trend of Secretariat staff from 2011 to 2012 (A/67/545, para. 139). **Given that the General Assembly has previously stated that the rejuvenation of the Secretariat is a priority, the Committee reiterates its view that the Secretary-General should keep the age profile of the Organization under close review by continuously monitoring demographic trends.**

8. In its previous report, the Advisory Committee had expressed its concern over the lack of clarity regarding the recording of the geographical status of staff members in the Integrated Management Information System and specifically the need to review the data as quickly as possible to ensure that the status of 499 staff was correctly recorded (ibid., para. 146). In its review of the report of the Secretary-General, the Committee notes that, following the completion of a data review exercise conducted since the issuance of the previous report, the number of staff subject to the system of desirable ranges now stands at 2,907, up from 2,245 in 2012 (A/68/356, sect. IV). This had led to movements in the desirable ranges for certain Member States (ibid., table 21).

9. The number of unrepresented and underrepresented countries has improved significantly over the past two reporting periods (ibid., table 20), although the Secretary-General points out that the increase in Member State representation is due mainly to the above-mentioned data review exercise. **The Advisory Committee notes that the number of unrepresented, underrepresented and overrepresented countries improves only minimally in comparison with the figures for 2009, bearing in mind that in 2010, the General Assembly decided to mandate a change to the method of determining geographic status (resolution 65/247). The Committee recalls paragraph 60 of resolution 67/255, in which the Assembly reiterated its request that the Secretary-General continue his efforts to ensure the attainment of equitable geographical distribution in the Secretariat and ensure as wide a geographical distribution of staff as possible in departments and offices and at all levels, including at the Director and higher levels, of the Secretariat.**

10. The Advisory Committee has previously expressed its concern about the large proportion of geographical posts that are not encumbered by staff having geographical status (A/67/545, para. 145, and A/66/511, para. 7). The Committee notes that of the 3,470 posts in the Secretariat subject to geographical distribution, 259 continue to be encumbered by staff without geographic status or with limited appointments (A/68/356, footnote 10). The Committee notes that the General Assembly supported the Committee's own recommendation that the Secretary-General be requested to take concrete measures to address this issue and to report thereon to the Assembly at its sixty-ninth session (resolution 67/255, para. 61). The Assembly has also endorsed the Committee's recommendation that the Secretary-General present proposals for a comprehensive review of the system of desirable ranges (A/67/545, para. 54). **The Committee looks forward to receiving details of the Secretary-General's proposals as part of his next overview of human resources management reform.**

11. The Advisory Committee notes that the goal of gender parity in the Secretariat continues to be elusive, with women representing 33.9 per cent of the staff globally across all categories and 40.6 per cent of staff in the Professional category and above (A/68/356, annex, table 1.A, and table 11, respectively). Considerable progress is demonstrated in the overall distribution of women at the D-1 level and above since 2009, although the Committee notes only minimal improvement over the previous reporting period at the D-2, Assistant Secretary-General and Under-Secretary-General levels (ibid., table 8). Upon enquiry, the Committee was informed that given that gender parity has been reached at the junior professional levels, the Secretary-General has now placed renewed emphasis on attracting, hiring and retaining women at the P-5 and higher levels and that outreach efforts in that regard are ongoing. **The Committee reiterates its view that greater efforts are required to improve the representation of women, in particular at senior levels in the Organization. The Committee encourages the Secretary-General to lead by example in this regard when appointing Assistant Secretaries-General and Under-Secretaries-General.**

12. With regard to the breakdown of Secretariat staff by grade and entity as at 30 June 2013, the Advisory Committee notes that there are 146 staff at the levels of Under-Secretary-General and Assistant Secretary-General (ibid., table 7), compared with 143 personnel at those levels in the previous period (A/67/545, para. 140). Upon request, the Committee was provided with a list of those staff (see annex II).

The Committee also notes that different reports of the Secretary-General contain disparate figures in this regard. For example, a different figure was provided in the supplementary information provided to the Committee in the context of its review of the proposed programme budget for the biennium 2014-2015 and, in its recent consideration of the report of the Secretary-General on the activities of the Ethics Office (A/68/348), yet a different number was provided. The Committee was informed, upon enquiry, that discrepancies might be due to differences in cut-off dates and position management processes for different types of funding and that with the introduction of the enterprise resource planning system, Umoja, efforts will be made to ensure that proper position management is reflected for ease of reporting. **The Committee expresses concern that the Secretariat does not currently provide reliable and consistent information on the number of high-level posts and personnel.**

13. Concerning the changes in the staff population by entity over the course of the reporting period (A/68/356, table 5), the Advisory Committee notes an overall reduction of 36 staff at the United Nations Environment Programme (UNEP) as at 30 June 2013. In view of the decision of the General Assembly, in its resolution 67/213, to strengthen UNEP following the United Nations Conference on Sustainable Development and the related request for additional staff resources contained in the proposed programme budget for 2014-2015 (A/68/6 (sect. 14)), the Committee sought, but was not provided with, clarification as to the decline in the actual staffing number over 2012-2013. **The Committee expects that such clarification will be provided to the Assembly at the time of its consideration of the report on the composition of the Secretariat.**

III. Practice of the Secretary-General in disciplinary matters and possible criminal behaviour, 1 July 2012 to 30 June 2013

14. The report on the practice of the Secretary-General in disciplinary matters and possible criminal behaviour (A/68/130) was submitted pursuant to General Assembly resolution 59/287, in which the Assembly requested the Secretary-General to inform Member States on an annual basis about all actions taken in cases of established misconduct and/or criminal behaviour and the disciplinary action, and, where appropriate, legal action taken in accordance with established procedures and regulations. The report, which is the ninth such report of the Secretary-General and covers the period from 1 July 2012 to 30 June 2013, provides a broad overview of the administrative machinery in disciplinary matters, a summary of the cases in respect of which the Secretary-General imposed a disciplinary measure, comparative data reflecting the number of cases referred for action, the disposition of cases completed and information on cases of possible criminal behaviour.

15. In its previous report the Advisory Committee welcomed the provision of additional information contained in the case summaries as a means of providing an enhanced understanding of the practice of the Secretary-General in disciplinary matters (A/67/545, para. 151). During its consideration of the report, the Committee was informed that the Secretary-General had continued the practice of providing more detailed case information. The Committee was also informed that this continued to be a delicate task, as it is important that the information not be

provided in such a way as to breach the right to confidentiality of the staff members involved.

16. In section IV of his report, the Secretary-General includes data on the 115 cases completed during the reporting period (A/68/130, table 1) as well as comparative data from the past six reporting periods (ibid., table 2). The Advisory Committee notes that the backlog resulting from the significant increase in the number of cases received during the period from 1 July 2008 to 31 December 2009 has been cleared. This had been the subject of previous comment by the Committee (A/67/545, para. 154) and was also the justification for the provision of general temporary assistance resources approved by the General Assembly to help address the ongoing backlog. **The Committee commends the Secretary-General for the elimination of the case backlog.**

17. Concerning the length of time taken to dispose of cases, the Advisory Committee notes the Secretary-General's indication that the average time taken during the reporting period to dispose of cases after their referral to the Office of Human Resources Management was 6.6 months (A/68/130, para. 58). The Secretary-General explains that jurisprudence emerging from the United Nations Dispute and Appeals Tribunals, in which the standard of proof in disciplinary cases that could result in a termination is "clear and convincing evidence", has resulted in the need to gather further input from investigating entities after the initial referral of the matter (ibid., para. 57). The Advisory Committee also notes that there has been a general increase in the percentage of cases not being pursued as disciplinary matters and that the higher evidentiary threshold is a relevant factor in this regard, with some cases more appropriately addressed through administrative rather than disciplinary measures (ibid., para. 59). **The Committee remains concerned about the length of time taken to complete cases (see A/67/545, para. 154) and expects that the Secretary-General will keep this matter under close review and take additional steps to ensure that case backlogs do not recur.**

18. The Advisory Committee notes that the report of the Secretary-General includes data on the number of appeals contesting disciplinary measures imposed since the introduction of the new system of administration of justice in 2009, as well as the status of those appeals before the Dispute and Appeals Tribunals (A/68/130, tables 3 and 4 and paras. 61 and 62). The Secretary-General indicates that a relatively small percentage of disciplinary measures has been challenged and that the percentage of disciplinary measures that have been appealed is declining (11 per cent in the current reporting period as compared with 24 per cent in the period ended 30 June 2010). **The Committee welcomes the inclusion of this information in the report of the Secretary-General, as well as the important trends that are starting to emerge. The Committee believes that in future reports additional information could be provided, in this regard, as trends concerning the outcome of appeals relating to disciplinary measures become more conclusive.**

19. The report of the Secretary-General indicates that 131 cases were referred to the Office of Human Resources Management for possible disciplinary action during the reporting period, 72 per cent of which related to staff in the field (ibid., tables 5-7), compared with 95 such cases received in the prior reporting period, 60 per cent of which originated from the field (ibid., para. 64).

20. The Advisory Committee notes that the overall number of cases reported across all parts of the Organization involve a relatively small proportion of

Secretariat staff. The Committee also notes in this regard that all staff have a duty to report allegations of misconduct. The Secretary-General states in his report that a new administrative instruction on investigations and the disciplinary process is currently under preparation and is the subject of discussion and consultation among managers and other stakeholders (ibid., para. 6). **The Committee believes that in conjunction with expediting the finalization of the new administrative instruction on investigations and the disciplinary process, the Secretary-General may wish to launch an informational campaign reminding staff of their responsibilities in terms of reporting allegations of wrongdoing or misconduct through the appropriate channels.**

21. Concerning efforts by the Organization to recoup losses resulting from the acts of current and former staff members, the Advisory Committee was informed, upon enquiry, that staff rule 10.1 (b) provides for the recovery of financial losses resulting from actions of a staff member that amount to misconduct. The Committee was also informed that an amendment to the administrative instruction on the disciplinary process includes a proposal relating to the implementation of staff rule 10.1 (b). In addition, if misconduct is established prior to separation, the Organization can recover monies owed from the staff member's final entitlements. The Committee notes that in very specific circumstances, pursuant to General Assembly resolution 67/240, the United Nations Joint Staff Pension Fund can now pay a portion of a retiree's benefit directly to the former employing organization in cases where amounts have been embezzled by the staff member. **The Committee stresses the importance of pursuing all steps necessary to ensure that any losses arising from the misconduct of current or former staff members are recouped by the Organization.**

IV. Amendments to the Staff Regulations and Rules

22. Consistent with staff regulations 12.1 and 12.3, the report of the Secretary-General (A/68/129) contains the full text of amendments to existing regulations that the Secretary-General proposes to implement as from 1 January 2014, as well as the new rules and amendments to existing rules that the Secretary-General either promulgated provisionally in 2013 or proposes to implement as from 1 January 2014. The Advisory Committee notes that, as a result of a recommendation contained in its previous report (A/67/545, para. 157), the text of the amendments to the regulations and rules is presented with the proposed changes highlighted for ease of reference.

23. The Advisory Committee notes that, aside from a number of amendments that are mainly technical in nature, the amendments include changes to: regulation 9.2 reflecting the General Assembly's decision to raise the mandatory age of separation to 65 for staff appointed on or after 1 January 2014; rule 1.2 (e) on the inclusion of sexual exploitation and abuse as a specific instance of prohibited conduct under the basic rights and obligations of staff; and rule 5.3 (f) to account for situations in which the Secretary-General would, at his or her own initiative, place a staff member on special leave with partial pay or without pay if he or she considers such leave to be in the interest of the Organization.

24. Concerning the proposed addition of staff rule 1.2 (e) in connection with the prohibition of sexual exploitation and abuse, the Advisory Committee was informed,

upon enquiry, that the amendments proposed were already contained in the relevant Secretary-General's bulletin (ST/SGB/2003/13). The Committee notes that the inclusion of this clause in the Staff Rules is aimed at elevating the importance of this issue in terms of specifying instances of prohibited conduct for United Nations staff. **The Committee believes, however, that continued efforts above and beyond amendments and additions to the Organization's Staff Rules are required to ensure that the Secretary-General's zero-tolerance policy with respect to sexual exploitation and abuse is observed at all times by all United Nations personnel.**

V. Activities of the Ethics Office

25. The eighth annual report of the Secretary-General on the activities of the Ethics Office (A/68/348), submitted in accordance with General Assembly resolution 60/254, provides an overview and assessment of the programme of work of the Office during the period from 1 August 2012 to 31 July 2013. In response to the request of the Assembly set out in its resolution 63/250, the report also includes information on the activities of the Ethics Panel of the United Nations (formally known as the Ethics Committee), which is mandated to establish unified ethical standards and policies across the Secretariat and the separately administered organs and programmes. During its consideration of the report, the Advisory Committee met with representatives of the Secretary-General who provided additional information and clarification, concluding with written responses received on 13 September 2013.

26. During the reporting period, the Ethics Office received 804 requests for services, representing a decrease of 83 cases, or 9.4 per cent, compared with the requests received during the preceding period. The Advisory Committee notes that this reduction coincides with the first full year of operation of the Office's new website, which registered more than 60,000 individual visits during the period (A/68/348, para. 52). The Secretary-General also refers to the commitment of the Office to expanded outreach, awareness-raising and ethics education over the past three reporting periods (ibid., para. 9). A breakdown of requests for services from different locations and entities is provided in figure II of the report. This wider engagement is, according to the report, reflected in the steady increase in the percentage of service requests coming from outside Headquarters — 66 per cent in 2012/13, compared with 48 per cent in 2009/10 (ibid., para. 10). **The Committee commends the Ethics Office for its efforts to increase the awareness of ethics-related issues across the Secretariat. The Committee welcomes the reduction in the quantity of requests for services in the reporting period and believes that this may be attributable to outreach, training and education efforts undertaken by the Ethics Office, including the establishment of its new website.**

27. The Secretary-General states that 459 requests, or 57 per cent of all requests received by the Office, related to requests for ethics advice and guidance (ibid., para. 14). Those requests fall into the following eight categories: employment-related concerns; gifts and hospitality, outside activities; personal investments and assets; allegations of wrongdoing; post-employment restrictions; procurement ethics; and other conflict of interest (ibid., figure IV). The complexity of the requests for advice received by the Office during the reporting period increased, which, in the view of the Office, indicates that staff are turning to it for assistance

with situations that present multiple issues, factual complexity and uncertain consequences (ibid., para. 15).

28. As in past periods, the largest number of requests for advice focus on outside activities. Upon enquiry, the Advisory Committee was informed that under staff regulation 1.2, staff members wishing to engage in such activities must obtain the approval of the Secretary-General. The procedures for such approval in cases of outside employment and activities related to the purpose, activities or interests of the United Nations are set out in administrative instruction ST/AI/2000/13. The Ethics Office continues to offer advice concerning the appropriateness of proposed outside employment and activities, including whether any restrictions should be placed on a staff member's actions while engaging in outside employment or activity. Under the administrative instruction, staff members have the discretion to engage in social, charitable or educational activities on their own time.

29. The report of the Ethics Office also provides some detail concerning the advice it has provided to the Procurement Division on issues related to the ethics, anti-corruption and corporate compliance programmes of vendors seeking to do business with the United Nations (ibid., paras. 17-20). In particular, the Office has provided independent advice to the Departments of Management and Field Support with respect to the establishment of a contractual oversight mechanism for two critical service vendors that support peacekeeping efforts (ibid., para. 20). **The Advisory Committee continues to support the positive role played by the Ethics Office in the area of procurement ethics, particularly in view of the operational and reputational risks associated with the Organization's procurement activities. The Committee requests that future reports of the Ethics Office contain additional detail concerning the advice provided on contractual oversight mechanisms for vendors of critical services.**

30. In addition, it is indicated that the Ethics Office has provided independent ethics advice to the Executive Office of the Secretary-General on mitigating ethical and reputational risks that could arise from multi-stakeholder partnership initiatives (ibid., paras. 19 and 69). **In view of the Organization's increased interaction with external partners, the Advisory Committee stresses the importance of ensuring that all ethical and reputational risks related to partnership activities are minimized. The Committee agrees that the Ethics Office has an appropriate role to play in offering independent ethics advice in this regard.**

31. On a related matter, the Advisory Committee points to the possible ethical and reputational risks associated with the Organization's increased reliance on extrabudgetary resources from sources other than those derived from assessed contributions and stresses the importance of accountability and transparency in this regard. The Committee also recalls paragraphs 38-41 of General Assembly resolution 64/243, in which the Assembly stressed that extrabudgetary resources shall be used in consistency with the policies, aims and activities of the Organization and that all extrabudgetary posts must be administered and managed with the same rigour as regular budget posts. **The Committee underscores the importance of ensuring that activities financed from voluntary contributions are consistent with the objectives, policies, regulations and procedures of the Organization and are administered in accordance with the provisions of Assembly resolution 64/243. The Committee believes that the Ethics Office could play a useful role in offering independent advice to the Secretary-General**

on this subject, including regarding appointments to posts financed from extrabudgetary contributions.

32. Information on the implementation of the financial disclosure programme administered by the Ethics Office is contained in section III, part B, of the report. The Advisory Committee notes in particular that during the 2012 filing cycle, the programme covered 4,630 filers. A total of 4,626 participants (or 99.9 per cent) complied with their filing obligation, which equals the rate achieved for the 2011 filing cycle. The Office points out that this represents the highest overall compliance level in the history of the programme. Compliance details, by entity, are provided in the annex to the report, pursuant to a specific request of the Committee. The cases of four participants who had failed to comply with their filing obligations for 2012 had been referred to the Office of Human Resources Management for appropriate action (ibid., para. 29). Upon enquiry, the Committee was informed that the four cases of non-compliance were still under review and that it was premature to determine whether disciplinary measures would be imposed in those cases. **The Committee commends the Ethics Office for its efforts to ensure full compliance with the requirements of the financial disclosure programme. The Committee stresses the importance of taking timely action to impose appropriate measures in all cases of proven non-compliance with the programme.**

33. The Secretary-General indicates that during the 2012 filing cycle, 116 senior officials at the level of Assistant Secretary-General and above participated in the voluntary public disclosure initiative, representing a participation rate of 85.9 per cent. Of those, 80 participants disclosed a summary of their assets, liabilities and outside interests on the Organization's website. The remaining 36 officials publicly affirmed that they had completed a confidential financial disclosure required by the Organization. The participation rate reflects a slight decrease from the 2011 filing cycle, which the Ethics Office indicates might be attributed to turnover in the population of senior officials (ibid., para. 31). **The Advisory Committee recalls its previous support for this initiative and trusts that the Secretary-General will continue to encourage senior officials who have not yet publicly disclosed a summary of their assets to do so in future cycles (see A/67/545, para. 166).**

34. According to the report, the financial disclosure programme seeks to identify, manage and mitigate personal conflicts of interest (A/68/348, para. 23). The programme's external reviewers identified 67 such items or activities, of which 9 related to financial holdings, 41 to outside activities and 17 to family relationships. A comparative breakdown of the remedial actions taken during 2011 and 2012 is provided (ibid., table 1). The Ethics Office indicates that the enhanced awareness of conflicts of interest is evidenced by the overall decrease in the number of conflict cases related to financial assets. While 58 such cases were reported in the 2010 filing cycle, only 14 such cases arose in 2011 and 9 in 2012 (ibid., para. 37).

35. With regard to actions taken in response to recommendations of the Advisory Committee, endorsed by the General Assembly in its resolution 66/234, concerning efforts to obtain external review services at a lower cost with respect to the financial disclosure programme, the report indicates that a contract has been put in place with a new external vendor, with a resulting lower unit review cost (ibid., para. 35). Upon request, the Committee was informed that, assuming the total number of files received in 2013 is consistent with that of 2012, the estimated cost per file submitted for external review would decrease from $405 to $241 with the new

service provider. The estimated total costs, based on an estimated filing population of 4,600, would be $1,108,600, as compared with estimated total costs for 2012 of $1,875,150. **The Committee commends the efforts of the Secretary-General to negotiate more favourable terms with the external contractor providing review services for the financial disclosure programme and trusts that efforts will be made to ensure that the quality of services provided is maintained and that the confidentiality requirement is observed.**

36. In this connection, the Advisory Committee notes that on the basis of information made available to it at the time of its recent consideration of the 2014-2015 resource requirements for the Ethics Office, the Committee had recommended a related reduction in the funds set aside for contractual services of $267,900, as the budget proposal of the Secretary-General did not reflect the results of the above-mentioned change in external service providers and the related cost savings anticipated from this new contractual arrangement (see A/68/7, para. I.55). During its consideration of the report of the Secretary-General, the Committee was informed, upon request, that the Office intended to apply related savings to the development of a new information technology platform for the financial disclosure programme. The Committee was also informed that the amount of the anticipated cost savings was not yet final. **The Committee recommends that the General Assembly be provided with updated information with respect to cost savings arising from the newly established contract with the external reviewer, along with a cost estimate for the development of the proposed new information technology platform, so that an informed decision can be taken with respect to the level of resources required for the Office's activities and the reduction in operational costs necessary for the biennium 2014-2015.**

37. The Advisory Committee notes that its recommendation that the regulatory framework of the financial disclosure programme be reviewed to give the Ethics Office a greater role in determining the filing population and to formulate a more focused set of eligibility criteria (see A/66/511, para. 33) was endorsed by the General Assembly in its resolution 66/234. The report of the Secretary-General indicates that the review will consider other measures to address conflicts of interest and that it will be conducted by the Ethics Office in consultation with other Secretariat offices, including the Office of Human Resources Management and the Office of Legal Affairs (A/68/348, para. 36). **The Committee looks forward to the outcome of the review and expects that the results of the consultation will be included in the next report of the Secretary-General on the activities of the Ethics Office.**

38. With regard to the protection of staff against retaliation for reporting misconduct and for cooperating with duly authorized audits or investigations, it is indicated that during the reporting period the Ethics Office received 49 enquiries relating to the Organization's policy on protection against retaliation (see ST/SGB/2005/21). Of those, the Office initiated 15 preliminary reviews, of which 12 were completed and 3 were referred to the Office of Internal Oversight Services for investigation (A/68/348, para. 41). The Ethics Office is awaiting receipt of the related investigation reports in those cases (ibid., para. 44). Of the referrals made in the two prior periods, the report indicates that the Office had determined that retaliation had been established in only one case (ibid., paras. 45 and 46). It is also indicated in the report that despite the intent of the policy to encourage reporting of serious misconduct harmful to the Organization, the policy continues to be utilized

as a staff grievance and labour dispute mechanism (ibid., para. 47). As a consequence, the Office has initiated an independent review of this policy. As requested in General Assembly resolution 67/255, the Secretary-General will report to the Assembly at its sixty-ninth session on the modalities and recommendations for enhancing the policy on protection against retaliation (ibid., para. 48).

39. On the issue of ethics education, the Secretary-General reports that the Ethics Office launched a project of leadership dialogues in 2012/13. The Office developed a discussion guide on the obligations arising from being an international civil servant and the importance of the United Nations oath of office. Starting with the Secretary-General's senior leadership team, each successive layer of management was asked to lead its immediate staff in a guided conversation on the meaning of the international civil service. As at 31 July 2013, 28 departments had participated in such dialogues, with 13 department heads certifying completion (ibid., para. 55). **The Advisory Committee welcomes this effort to promote a culture of ethics at the senior management level and encourages the Secretary-General to expand the initiative to include managers and staff in peacekeeping missions and at offices away from Headquarters.**

40. The Advisory Committee notes several other instances in which the Office has contributed to improvements in the Organization's commitment to developing an ethical culture. With observer status in the Secretary-General's Management Committee, the Director of the Office is able to provide input and advice on management issues. During the 2012/13 reporting period, the Office provided comments on the proposed amendments to the Secretary-General's bulletin on the status, basic rights and duties of United Nations staff (ST/SGB/2002/13) and proposed amendments to the Staff Regulations and Rules (see A/68/29) (ibid., para. 60). The Director of the Ethics Office was also tasked with conducting confidential ethical leadership behaviour assessments for all Under-Secretaries-General who had signed senior management compacts during the 2013 cycle (ibid., para. 63). **The Committee supports the role of the Ethics Office in setting standards across the Organization.**

41. The activities of the Ethics Panel of the United Nations, which is responsible for establishing a unified set of ethical standards and policies for the Secretariat and the separately administered funds and programmes, as well as for consulting on important and complex cases and issues having system-wide implications, is described in section IV of the report. In particular, the Panel reviewed lessons learned from the implementation of the policy of providing protection to staff against retaliation for reporting misconduct. The possible effect of recent decisions of the United Nations Dispute Tribunal on the operations of the Ethics Office was mentioned (ibid., para. 73). Upon enquiry, the Advisory Committee was informed that the Ethics Office was concerned about the possible effect such rulings might have on its independent status and its ability to provide advice in confidence. In the context of related enquiries on the system of administration of justice, the Committee was informed that the matter continued to be under judicial review. **While recognizing that the matter remains under review, the Committee takes note of the concerns of the Ethics Office and expects the Secretary-General to monitor the issue accordingly.**

Annex I

Summary of staff movements by gender from 1 July 2012 to 30 June 2013

(Population 26,992)

	Female	*Percentage of total*	*Male*	*Percentage of total*	*Total*
Balance as at 30 June 2012	11 259	41	16 124	59	27 383
External movements					
Appointments[a]	1 947	50.5	1 909	49.5	3 856
Separations[b]	1 833	47.8	2 005	52.2	3 838
Other[c]	(257)	62.8	(152)	37.2	(409)
Balance as at 30 June 2013	11 116	41.2	15 876	58.8	26 992
Internal movements					
Promotions[d]	659	48.6	698	51.4	1 357
Transfers[e]	241	59.8	162	40.2	403

[a] Including new appointments and reappointments.

[b] The movement of staff out of the Secretariat.

[c] Net movements of staff other than appointments and separations, including movement to and return from special leave without pay and secondment to other organizations.

[d] The movement of staff to a higher grade, except from the General Service and related categories to the Professional category, which is considered recruitment, pursuant to General Assembly resolution 55/258.

[e] Lateral movements of staff involving two departments or offices at one or more duty stations.

Annex II

List of Under-Secretary-General and Assistant Secretary-General positions in the Secretariat as at 30 June 2013

No.	*Entity*	*Functional title*
Under-Secretary-General level		
1	Department of Field Support	Under-Secretary-General
2	Department of Political Affairs	Special Envoy
3	Department of Peacekeeping Operations	Special Representative
4	Economic Commission for Latin America and the Caribbean	Executive Secretary
5	Executive Office of the Secretary-General	Chef de Cabinet
6	Economic and Social Commission for Asia and the Pacific	Executive Secretary
7	Economic and Social Commission for Western Asia	Executive Secretary
8	Office for the Coordination of Humanitarian Affairs	Under-Secretary-General
9	Office for Disarmament Affairs	Under-Secretary-General
10	Office of the United Nations High Commissioner for Human Rights	Under-Secretary-General
11	Office of Internal Oversight Services	Under-Secretary-General
12	Office of Legal Affairs	Under-Secretary-General
13	Office of the Special Representative of the Secretary-General for Children and Armed Conflict	Special Representative
14	United Nations Mission in Liberia	Special Representative
15	United Nations Mission in South Sudan	Special Representative
16	United Nations Operation in Côte d'Ivoire	Special Representative
17	United Nations Office at Nairobi	Director-General
18	Department of Economic and Social Affairs	Under-Secretary-General

No.	*Entity*	*Functional title*
19	Department of Economic and Social Affairs	Special Representative
20	Department of Economic and Social Affairs	Under-Secretary-General
21	Department for General Assembly and Conference Management	Under-Secretary-General
22	Department of Management	Under-Secretary-General
23	Department of Management	Special Adviser
24	Department of Political Affairs	Special Adviser
25	Department of Political Affairs	Personal Envoy
26	Department of Political Affairs	Personal Representative
27	Department of Political Affairs	Special Adviser
28	Department of Political Affairs	Special Envoy
29	Department of Political Affairs	Special Adviser
30	Department of Political Affairs	Under-Secretary-General
31	Department of Political Affairs	Under-Secretary-General
32	Department of Political Affairs	Personal Envoy of the Secretary-General for the talks between Greece and the former Yugoslav Republic of Macedonia
33	Department of Public Information	Under-Secretary-General
34	Department of Political Affairs	Special Adviser to the Secretary-General for Community-based Medicine and Lessons from Haiti
35	Department of Peacekeeping Operations	Under-Secretary-General
36	Department of Safety and Security	Under-Secretary-General
37	Economic Commission for Africa	Under-Secretary-General
38	Economic Commission for Europe	Executive Secretary
39	Executive Office of the Secretary-General	Special Envoy of the Secretary-General for Global Education
40	Executive Office of the Secretary-General	Deputy Secretary-General

No.	*Entity*	*Functional title*
41	Executive Office of the Secretary-General	Special Adviser
42	International Criminal Tribunal for Rwanda	Prosecutor
43	International Tribunal for the Former Yugoslavia	Prosecutor
44	United Nations Multidimensional Integrated Stabilization Mission in Mali	Special Representative
45	United Nations Organization Stabilization Mission in the Democratic Republic of the Congo	Special Representative
46	Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States	Under-Secretary-General
47	Office of the Joint Special Representative of the United Nations and the League of Arab States for Syria	Under-Secretary-General
48	Office of the Special Adviser on Africa	Under-Secretary-General
49	Office of the Special Envoy of the Secretary-General for the Sahel	Special Envoy
50	Office of the Special Envoy for the Sudan and South Sudan	Special Envoy
51	United Nations Human Settlements Programme	Executive Director
52	United Nations Assistance Mission in Afghanistan	Special Representative
53	United Nations Assistance Mission for Iraq	Special Representative
54	African Union-United Nations Hybrid Operation in Darfur	Special Representative
55	United Nations Conference on Trade and Development	Secretary-General of the Conference
56	United Nations Environment Programme	Executive Director

No.	*Entity*	*Functional title*
57	United Nations Integrated Peacebuilding Office in Guinea-Bissau	Special Representative
58	United Nations Regional Office for Central Africa	Special Representative
59	United Nations Office on Drugs and Crime	Director-General
60	United Nations Office at Geneva	Director-General
61	United Nations Office on Sport for Development and Peace	Under-Secretary-General
62	United Nations Office at Vienna	Special Representative
63	United Nations Office for West Africa	Special Representative
64	United Nations Political Office for Somalia	Special Representative
65	Office of the United Nations Special Coordinator for the Middle East Peace Process	Special Coordinator
66	Office of the Special Coordinator of the Secretary-General for Lebanon	Special Coordinator
67	United Nations Support Mission in Libya	Special Representative
68	United Nations Assistance Mission in Somalia	Special Representative
Assistant Secretary-General level		
1	United Nations Integrated Peacebuilding Office in the Central African Republic	Special Representative
2	Department of Economic and Social Affairs	Assistant Secretary-General
3	Department of Management	Assistant Secretary-General
4	Department of Management	Assistant Secretary-General
5	Department of Management	Assistant Secretary-General, Controller
6	Department of Safety and Security	Assistant Secretary-General

No.	*Entity*	*Functional title*
7	Executive Office of the Secretary-General	Assistant Secretary-General
8	Executive Office of the Secretary-General	Assistant Secretary-General
9	Office for the Coordination of Humanitarian Affairs	Assistant Secretary-General
10	Office for the Coordination of Humanitarian Affairs	Assistant Secretary-General
11	Office of the United Nations High Commissioner for Human Rights	High Commissioner for Human Rights
12	Office of Legal Affairs	Registrar
13	United Nations Human Settlements Programme	Deputy Executive Director
14	United Nations Assistance Mission for Iraq	Special Representative
15	United Nations Environment Programme	Deputy Executive Director
16	United Nations Peacekeeping Force in Cyprus	Special Representative
17	United Nations Office in Burundi	Special Representative
18	Counter-Terrorism Committee Executive Directorate	Executive Director
19	Department of Economic and Social Affairs	Assistant Secretary-General
20	Department of Field Support	Assistant Secretary-General
21	Department for General Assembly and Conference Management	Assistant Secretary-General
22	Department of Management	Executive Director
23	Department of Management	Assistant Secretary-General
24	Department of Management	Assistant Secretary-General
25	Department of Political Affairs	Adviser
26	Department of Political Affairs	Assistant Secretary-General
27	Department of Political Affairs	Assistant Secretary-General
28	Department of Political Affairs	Assistant Secretary-General

No.	*Entity*	*Functional title*
29	Department of Political Affairs	Special Adviser
30	Department of Political Affairs	Special Adviser
31	Department of Peacekeeping Operations	Assistant Secretary-General
32	Department of Peacekeeping Operations	Assistant Secretary-General
33	Department of Peacekeeping Operations	Military Adviser
34	Executive Office of the Secretary-General	Assistant Secretary-General
35	Executive Office of the Secretary-General	Special Envoy
36	Executive Office of the Secretary-General	Assistant Secretary-General
37	Executive Office of the Secretary-General	Assistant Secretary-General
38	International Criminal Tribunal for Rwanda	Registrar
39	International Tribunal for the Former Yugoslavia	Registrar
40	United Nations Mission for the Referendum in Western Sahara	Special Representative
41	United Nations Multidimensional Integrated Stabilization Mission in Mali	Force Commander
42	United Nations Stabilization Mission in Haiti	Special Representative
43	United Nations Stabilization Mission in Haiti	Special Representative
44	United Nations Organization Stabilization Mission in the Democratic Republic of the Congo	Force Commander
45	United Nations Organization Stabilization Mission in the Democratic Republic of the Congo	Special Representative
46	United Nations Organization Stabilization Mission in the Democratic Republic of the Congo	Special Representative
47	Office for the Coordination of Humanitarian Affairs	Humanitarian Envoy

No.	Entity	Functional title
48	Office of the United Nations High Commissioner for Human Rights	Assistant Secretary-General
49	Office of Internal Oversight Services	Assistant Secretary-General
50	Office of the Joint Special Representative of the United Nations and the League of Arab States for Syria	Special Representative
51	Office of Legal Affairs	Registrar for the Special Tribunal for Lebanon
52	Office of Legal Affairs	Assistant Secretary-General
53	United Nations Assistance Mission in Afghanistan	Special Representative
54	United Nations Assistance Mission in Afghanistan	Special Representative
55	United Nations Assistance Mission for Iraq	Special Representative
56	African Union-United Nations Hybrid Operation in Darfur	Assistant Secretary-General
57	United Nations Conference on Trade and Development	Assistant Secretary-General of the Conference
58	United Nations Disengagement Observer Force	Force Commander
59	United Nations Environment Programme	Executive Secretary
60	United Nations Interim Force in Lebanon	Force Commander
61	United Nations Integrated Peacebuilding Office in Sierra Leone	Executive Representative
62	United Nations Interim Security Force for Abyei	Force Commander
63	United Nations Interim Administration Mission in Kosovo	Special Representative
64	United Nations Mission in Liberia	Special Representative
65	United Nations Mission in Liberia	Special Representative
66	United Nations Mission in South Sudan	Special Representative
67	United Nations Mission in South Sudan	Special Representative

No.	*Entity*	*Functional title*
68	United Nations Office to the African Union	Special Representative
69	United Nations Operation in Côte d'Ivoire	Special Representative
70	United Nations Operation in Côte d'Ivoire	Special Representative
71	United Nations Office in Mali	Special Representative
72	United Nations Office of the Ombudsman and Mediation Services	Assistant Secretary-General
73	United Nations Regional Centre for Preventive Diplomacy for Central Asia	Special Representative
74	United Nations Representative to the Geneva International Discussions	Assistant Secretary-General
75	Office of the United Nations Special Coordinator for the Middle East Peace Process	Coordinator
76	Office of the Special Coordinator of the Secretary-General for Lebanon	Special Representative
77	United Nations Support Mission in Libya	Special Representative
78	United Nations Truce Supervision Organization	Chief of Staff